

4-2-2006

Resist Board Meeting, April 2, 2006

Resist

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Resist Board Meeting Minutes
April 2, 2006

Present: Cynthia, Robin, Becca, Sophia, Amanda, Yafreisy, Marc, Hank, Carol, Abby, Camilo

1. Approved February 2006 Board minutes.
2. August Board meeting will be held at Hank Rosemont's home in Newport, RI.
3. **Political Discussion:** Resist's 40th Anniversary.

Board Retreat cannot happen until Fall 2006. In the meantime, we need to talk realistically about the upcoming anniversary, including: 1) Outcomes we hope for, 2) Capacity of the organization, and 3) Steps to gain increased capacity to achieve the outcomes we want.

40th Anniversary Committee (40AC) has been meeting and will add additional members. Hired an event coordinator—Jean Entine.

Brainstorming on Possible Desired Outcomes:

Publicity:

- appeal to new generation of donors
- regional coverage

Financial Stability

- pledges, donors, increase capacity
- 25 % increase in annual giving

Enhanced Networking

- Bring grantees together (perhaps all current and past Multi-Years)
- Bring donors and grantees together. Listen.
- Bring grantees to events

Energy, sense of optimism

Grants

- Increase grant award
- Increase number of multi-year awards

Research/report/video

Politically more effective

- Our sense of our role in the movement for social change
- Take political action, articulate political vision and content
- March 19, 2007 = 4th anniversary of US invasion of Iraq. Take action!

Raise money

- How much? \$2 Million? \$40 Million? \$200,000?
- Foundation money – regranteeing? Money to bring grantees together? Money to expand the board geographically, expand staff.
- Establish planned giving program. Get 25 people to commit to put Resist in their wills.

[Re]invigorate the Advisory Board

Gain national media attention – progressive philanthropy, get our stories out.

Process for creating vision

Staff and Board survive!

Brainstorming on Resist Capacity/Assets to Achieve Possible Outcomes

Board:

Abby – foundation, media/radio
Cynthia – fund raising
Hank – meet with donors, foundations

Staff:

Robin – research groups, organizations and donors
Carol – donor outreach, planned giving
Yafreisy – event work

Other:

George Vickers – connection at Soros
Grace Paley – Wainwright Bank
Academic links to mobilize students (Paul, Fran, Hank, Noam, Wayne
Multi-year grantees
Funding colleagues/references
Interns – two or three this summer, maybe BU social worker in the fall
Finance Committee – 3-year plan

Consultant:

Jean Entine – major donor outreach, “big picture,” links with potential funders

Need Capacity/What's missing:

Need to flesh out consultant's role. Need clearer outcomes: Feasibility study, analysis of donor potential

4. Grant Allocations

Grants Committee will assess allocations and reduce awards to reach budgeted amount. Reduction needed of about \$1,200.

Grant process evaluation:

Split many times (6-5 voting).

Seem to run out of steam at the end of the discussion. Good to rotate the categories that we start with which Catherine suggested at the last meeting.

None of us seem to have a single litmus test for how we decide on awards.

Reading references first is helpful in alerting to issues, concerns, pieces of work that don't come out clearly in application. Like more on-the-ground references.

Staff does a good job with references.

5. Committee Reports

Finance:

People may be lost in the switch to an e-Newlsetter. May need to send them letter.

ABC down. Donor fatigue? Should we have a focus group of donors—what are they thinking?

Audit almost done. Auditor has no concerns, just things she wants us to tinker with.

Bequest: Phil Schleimer's trustee (Marvin Sherman) has fired the probate attorney. Easiest asset to transfer is bonds held in Schwab. Marvin will do the paperwork soon, hopefully Resist will receive funds in next couple months.

Donna Colahan at Morgan Stanley is willing to be our financial advisor. She does socially responsible investing. She wants to meet with the finance committee to be clear on Resist's goals before she makes any recommendations.

Fund Raising:

ABC down this year-to-date mostly because December 2005 appeal returns low. March appeal doing well. Acquisition mailing just dropped.

Board Fund Raising:

Ideas: Boat cruise, gathering at Marc's moms, auction, send letters to friends.

Marc will send out reminders to Board members asking them to submit their plans. Abby will temporarily join the Fund Raising Committee while Carmen is on leave.

Retreat:

Proposal 1: Have Board relationship bonding/health activity at the next three Board meetings (about 20 minutes/meeting). Approved.

Proposal 2: As needed by the 40AC, the Retreat Committee will convene and help facilitate meetings about strategic thinking over the summer, outside of Board meetings. Approved.

Retreat Committee activity: Newsprint with Resist funding categories are posted on walls in the meeting area and hallway. Write your experience with these different categories. Notice where we overlap and where we are different.

Personnel

Staff reviews are complete. If we get sufficient money, we might think about a raise beyond the cost of living adjustment. Recommend that the staff consider how their roles might be changed or exchanged, which they are currently doing.

Grants

Full agenda, will meet soon.

Board Development Committee:

Need to continue to recruit new Board members, with the goal to bring on three members by the October meeting.

Reviewed the Board Leave policy. Making no recommendations at this time. Asked for names of prospective Board members.

Executive Committee

Proposed a Conflict of Interest Policy. Approved. See attached.

Haymarket update. Their printed materials used Resist's tagline (Funding Social change since. . .).

Carol sent a follow-up e-mail and has not heard anything more. Best to just let it drop at this point. In the future, use more personal contact than e-mail to work things out.

6. Review/Reflect

Great meeting, got a lot done.

Liked Retreat Committee exercise.

Good food (thanks Hank and Carol)

Meeting too long doing too much. Ask Board Development Committee to figure something out.

Resist, Inc.
Code of Business Conduct and Ethics

To All Officers, Directors and Employees:

One of Resist's most valuable assets is its integrity. Protecting this asset is the job of everyone affiliated with Resist. To that end, the Board of Directors has established a Code of Business Conduct and Ethics. The Code applies to every officer, director and employee. The Code is designed to help maintain the highest standards of ethical conduct. The Code sets out basic principles and a methodology to help guide Officers, Directors and Employees in the attainment of this common goal.

Resist's Board of Directors endorses the following standards of conduct for members of the Board of Directors and Staff:

1. To identify and disclose any actual or potential conflicts of interest, and to act at all times for the general public good, regardless of personal friendships, relations, or interests.
2. To keep well-informed on board-related issues, and to attend and participate actively in meetings of the Board and its committees.
3. To treat others in the organization with courtesy and respect, even when critical of their statements or performance.
4. To encourage and engage in open and honest discussion in making board decisions, to respect differences of opinion, and to keep an open mind until everyone has been heard from.
5. To respect the Board's collective decision process, and to accurately report and explain Board votes and policies.
6. To carefully avoid the assertion of Board authority or preference as an individual Director or in concert with other Directors, other than at official Board meetings or as a result of official Board actions.
7. To respect the authority and responsibilities of other people within the organization, empowering them to work without interference within the limits of Board policy.
8. To maintain the confidentiality of privileged information, as outlined in the Massachusetts Open Records and Meetings Act.
9. To refrain from any attempt to influence employment, or purchasing decisions, except when the decision is an agenda topic at an official Board meeting.
10. To be scrupulous in requesting only authorized, legitimate reimbursement of organization-related expenses.

In order to be more specific, the Board has elaborated on two areas below: Conflict of Interest and Confidentiality.

Conflicts of Interest and Resist Opportunities

Officers, Directors and Employees should avoid situations in which personal interests conflict with Resist's interests. Such individuals owe a duty to Resist not to compromise its legitimate interests and to advance such interests when the opportunity to do so arises in the course of their employment. All Officers, Directors and Employees should perform their duties to Resist in an honest and ethical manner. All actual or apparent conflicts of interest between their personal and professional relationships should be handled in an ethical manner.

All Officers, Directors and Employees should avoid situations in which their personal, family or financial interests conflict with those of Resist. They should not take for their own benefit opportunities discovered in the course of employment or Board membership that they have reason to know would benefit Resist. The following are examples of actual or potential conflicts:

- divulging or using Resist's confidential information - such as financial data, donor or grantee information - for their own personal or business purposes;
- receiving, or a member of their family, receiving improper personal benefits as a result of their position at Resist that may compromise their independence in decision-making;
- engaging in activities that interfere with their loyalty to Resist or their ability to perform Resist duties or responsibilities effectively;
- having, or a member of their family, having a financial interest in another venture which is significant enough to cause divided loyalty with Resist;
- receiving, or a member of their family, receiving a loan or a guarantee of a loan from a donor or grantee (other than a loan from a financial institution made in the ordinary course of business and on an arm's-length basis); or
- using Resist's property for their personal benefit.

Conflicts are not always clear-cut. If Officers, Directors and Employees become aware of a conflict described above or any other conflict, potential conflict, or have a question as to a potential conflict, they should consult with Resist's Executive Committee.

Confidentiality

All confidential information concerning Resist obtained by Officers, Directors and Employees is the property of Resist and must be protected.

Confidential information includes all non-public information that might be of use to competitors, or harmful to Resist, its donors or grantees, if disclosed. Officers, Directors and Employees must maintain the confidentiality of such information entrusted to you by Resist, its donors and its grantees, except when disclosure is authorized by Resist or required by law.

Examples of confidential information include, but are not limited to: Resist's business trends and projections; information about financial performance; research and development ideas or information; information about potential new donor acquisitions, significant personnel changes; and existing or potential major contracts or finance sources or the loss thereof.

The obligation of Officers, Directors and Employees with respect to confidential information extends beyond the workplace. In that respect, it applies to communications with their family members and continues to apply even after their employment or director relationship with Resist terminates.

April 2006 Grant Decisions

Multi-Year

Renewals

1. Cascadia Wildlands Project \$3,000

P.O. Box 10455, Eugene, OR 97440 Josh Laughlin 541/434-1463 cascwild@efn.org;
jdj@efn.org www.cascwild.org

Funding for year 3 of multi-year general support for a group that organizes communities to challenge reckless resource extraction on public lands and to take action against destructive land management in their area.

Decision: Renewed X

2. Providence Youth-Student Movement (PrYSM) \$3,000

807 Broad Street, Box #36, Providence, RI 02907 Kohei Ishihara 401/383-7450
yokohei@hotmail.com www.prysm.us

Funding for Year 2 of multi-year general support for an organization of Southeast Asian youth working for racial and economic justice.

Decision: Renewed X

3. Vermont Workers' Center \$3,000

P.O. Box 883, Montpelier, VT 05601 James Haslam 802/229-0009 info@workerscenter.org
www.workerscenter.org

Funding for year three of multi-year general support for a workers rights group organizing for economic justice, including livable wages, affordable health care and humane workplaces.

Decision: Renewed X

New

4. ACT UP Philadelphia \$3,000

c/o the LAVA Space, 4134 Lancaster Avenue, Philadelphia, PA 10104 Jen Cohn 215/386-1981
actupp@critpath.org www.critpath.org/actup

Funding for multi-year general support for organization which fights the global AIDS crisis by addressing the basic health disparities and social injustices which perpetuate the epidemic at home and abroad.

Decision: Full X Partial _____ No _____ Defer _____

Comments:

Doing important work. Great References.

5. Appalachian Peace and Justice Network \$1,800

18 North College Street, Athens, OH 45701 Christie Truly 740/592-2608 apjn@frognets.net
www.frognets.net/~apjn

Funding for a group engaged in peace and anti-war organizing in Appalachian Ohio.

Decision: Full _____ Partial X No _____ Defer _____

Comments:

One year only. They have been trying to diversify for years. Are unclear if they are able to expand the base across class. Important work in a conservative area.

6. Kingsport Citizens for a Cleaner Environment (KCCE)**\$3,000**

108 East Main Street, #113, Kingsport, TN 37660 Rachael Bliss 423/247-2481 kingcitizens@cs.com
www.kcce.org

Funding for multi-year general support for an organization working in low income and minority communities to oppose industrial pollution and counter the resulting environmental health hazards.

Decision: Full X Partial No Defer

Comments:

One year only. Poorly written proposal but great references. Do not take a position on abortion rights- talk about it as "suicide" in the area.

7. Sand Mountain Concerned Citizens**\$3,000**

P.O. Box 428, Ider, AL 35981 Wayne Cummins 256/657-6457 wcummins@farmerstel.com

Funding for multi-year general support for an environmental justice organization that works to halt the growth of the corporate swine industry in densely populated rural areas of Alabama and the surrounding states.

Decision: Full X Partial No Defer

Comments:

One year only. Small budget. Come a long way since their founding. Single issue. Not quite a multi-year yet.

Community Organizing/ Anti-Racism**8. Chelsea Latino Immigrant Committee****\$3,000**

300 Broadway, Chelsea, MA 02150 Gladys Vega 617/889-6080 luciac@chelseacollab.org
www.chelseacollab.org

Funding for grassroots organization which seeks to fight discrimination against immigrants and foster their full and equal voice in community decision-making.

Decision: Full X Partial No Defer

Comments:

Collaborate across race, class and issue areas. Good references. Proposal shows broad work without being over-extended. Need to ensure that group maintains organizing rather than service focus. No position on Iraq war, reproductive rights or lgbt rights. Send letter about lack of positions.

9. Equality State Policy Center**\$2,000**

340 West B Street, #203, Casper, WY 82601 Dan Neal 307/472-5939 dneal@equalitystate.org
www.equalitystate.org

Funding for a coalition of Wyoming organizations working towards a more inclusive community that encourages participation of all citizens and accountability in state government.

Decision: Full X Partial No Defer

Comments:

Losing a lot of foundation support. Have a diverse funding base. Political focus answers were weak. Proposal not very cohesive.

10. Organic Collective

3316 B Street, San Diego, CA 92102 Rich Macgurn 619/233-3668 www.organiccollective.org

Funding for an organization working towards de-militarizing the U.S./Mexico borderlands and organizing around issues of globalization.

Decision: Full Partial No x Undecided Defer

Comments:

Small group. Will not do recruitment. Proposal well-written, but seems as though they may put off potential allies. Role of summit not clear. No information about whether summit will be bilingual. Unclear where the ideological basis crosses in to actual work.

11. Rogers' Park Community Action Network**\$900**1545 West Morse, Chicago, IL 60626 Fran Tobin 773/973-7888 rpcanoffice@earthlink.net

Funding for grassroots organization working for community leadership on affordable housing, tenants rights and economic justice campaigns.

Decision: Full _____ Partial X No _____ Defer _____

Comments:

Group has not been able to maintain stable leadership. Not clear how effective they are in the community.

12. WESPAC Foundation

255 Dr. Martin Luther King Jr. Blvd, 2nd Fl, White Plains, NY 10601 Nada Khader 914/682-4690

www.wespac.org

Funding for a group that works on issues involving criminal justice reform, fair trade, indigenous peoples' rights and an examination of structural racism in the peace movement.

Decision: Full _____ Partial _____ No x Undecided _____ Defer _____

Comments:

Economic Justice**13. Arise for Social Justice****\$2,000**94 Rifle Street, Springfield, MA 01105 Kimberly Milberg 413/734-4948 Arise@riseup.netwww.angelfire.com/ma4/arise/

Funding for an economic justice organization run by and for low-income people.

Decision: Full _____ Partial X No _____ Defer _____

Comments:

Board is not very diverse. Budget has been at \$131,000

14. Grassroots Empowerment Alliance of Rome (GEAR)**Defer**1 South Broad Street, Rome, GA 30162 Janice Morrissey 706/235-5134 www.gearofrome.org

Funding for an organization that builds grassroots leadership and self-determination in Rome's low-income, disenfranchised neighborhoods.

Decision: Full _____ Partial _____ No _____ Undecided _____ Defer x

Comments:

Diverse board. Not clear how they are connecting community health issues to larger political concerns. Not clear how many staff people are there. Need to know more about staff size and organizational positions.

15. Michigan Welfare Rights Organization**Defer**23 E. Adams, 4th Floor, Detroit, MI 48226 Maureen Taylor 313/964-0617 www.mwro.org

Funding for an organization that represents the interests of low-income people in disputes that affect their quality of life.

Decision: Full _____ Partial _____ No _____ Undecided _____ Defer x

Comments:

Letter requesting more information was returned. Try to get additional information for next meeting.

16. Transnational Institute for Grassroots Research & Action (TIGRA)**\$1,000**

3781 Broadway, Oakland, CA 94611 Francis Calpotura 510/653-3415 fcalpotura@transnationalaction.org

www.transnationalaction.org

Funding for a transnational organizing project working to transform the social, political, and economic relationships under corporate-driven globalization.

Decision: Full _____ Partial X No _____ Defer _____

Comments:

Answers to #11 were poor. Application was not well written. Not clear what the relationship is with existing worker centers and if they are building on them.

Labor**17. Food AND Medicine****\$3,000**

20 Ivers Street, Brewer, ME 04412 Laura Millay 207/989-5860 fam@foodandmedicine.org

www.foodandmedicine.org

Funding for an organization focused on giving a voice to workers displaced by corporate driven globalization in the Greater Bangor area.

Decision: Full X Partial _____ No _____ Defer _____

Comments:

Great references.

Media**18. Thin Air Community Radio****\$3,000**

35 West Main St, #340, Spokane, WA 99201 Lupito Flores 509/747-3807 Lupito@kyrs.org

www.thinairradio.org

Funding for general support for a low-power FM radio station in to produce progressive programming and provide access to un-served or under-served communities in the area.

Decision: Full X Partial _____ No _____ Defer _____

Comments:

Important to support progressive community media in really conservative areas.

Middle East**19. True Star**

706 Andover Street, San Francisco, CA 94110 Arlene Eisen 415/305-7835

www.truthaboutisrael.net

Funding for an organization committed to increasing awareness of and support for Palestinians' rights to justice and liberation among broad sectors of the US public.

Decision: Full _____ Partial _____ No x Undecided _____ Defer _____

Comments:

Only six people. Seems like a public relations shop.

Native Americans/Native Peoples

20. Alianza Indigena Sin Fronteras

P.O. Box 1286, Tucson, AZ 85702-1286 Jose Matus 520/770-1373 www.derechoshumanosaz.net
Funding for an Indigenous rights advocacy organization which promotes respect for Indigenous human/civil rights and organizes around sovereignty, border rights and environmental protection of Native lands and sacred sites.

Decision: Full _____ Partial _____ No x Undecided _____ Defer _____
Comments: They did not send clarification of their proposal. They can apply again.

21. Boboquivari Defense Project

\$1,500

Seventh Generation Fund, P.O. Box 545, Sells, AZ 85630 Ernest Moristo 520/623-1843
sahee.k@gmail.com

Funding for an organization which seeks to protect the sacred site of Boboquivari Peak of the Tohono O'odham Nation from economic development, border patrol activities, military exercises, natural resource allocation and ranching activities.

Decision: Full _____ Partial X No _____ Defer _____
Comments:

Peace/Anti-Militarism

22. American Friends Service Committee - CT

\$2,250

56 Arbor Street, 2nd Floor, Hartford, CT 06106 Kasha Ho'okili Ho 860-523-1534 kho@afsc.org
www.afsc.org/ct

Funding for organization that works for peace in the U.S. and abroad by seeking to understand the root causes of poverty, injustice, and war.

Decision: Full _____ Partial X No _____ Defer _____
Comments:

23. Central Oregon Peace Network

\$900

86 SW Century Dr., PMB 330, Bend, OR 97702 Philip Randall 541/388-1793 phil@tiedyed.us
Funding for an organization that educates and promotes non-violence and peace in Central Oregon.

Decision: Full _____ Partial X No _____ Defer _____
Comments:

Need to see how they will move beyond liberal circles in Bend.

24. Dorchester People for Peace

\$1,000

41A Brent Street, Dorchester, MA 02124 Daryl Wright 617/282-3783 www.dorchesterpeopleforpeace.org
Funding for an organization that opposes the war in Iraq and U.S. militarism and works to build a multi-racial social justice movement in Dorchester.

Decision: Full _____ Partial X No _____ Defer _____
Comments:

#11 has poor answers. Large Vietnamese population in Dorchester, but not involved in this group. Send letter raising concerns about lack of positions.

25. North Fork People of Conscience**\$1,400**

P.O. Box 1330, Southold, NY 11971 Ethel Sussman 631/765-4612 nfpoc@optonline.net www.honorthefallen.net
Funding for an organization dedicated to progressive political and social change, with a strong focus on opposing the war in Iraq.

Decision: Full _____ Partial X No _____ Defer _____

Comments:

Suggest there be photos of Iraqis killed in Honor the Fallen exhibit as well as US soldiers. Small grant will be over half their budget.

26. War Resisters League- Buffalo

c/o 688 Clinton Street, Buffalo, NY 14210 Bruce Beyer 716/854-1659 www.buffalowarresisters.com
Funding for an anti-war organization that uses non-violent action to demand an end to the war in Iraq, oppose militarism and work for social change.

Decision: Full _____ Partial _____ No x Undecided _____ Defer _____

Comments:

Infighting in group. Internal split. Not clear who is filing proposal.

Prisoners**27. California Coalition for Women Prisoners****Defer**

1540 Market St., #490, San Francisco, CA 94102 Yvonne Cooks 415/255-7036
www.womenprisoners.org

Funding for organization that challenges the institutional violence of the criminal justice system as it is imposed on women and communities of color by prisons and the criminal justice system.

Decision: Full _____ Partial _____ No _____ Undecided _____ Defer x

Comments:

Unclear where \$62,000 deficit comes from or how it will be made up. Defer for more information and additional references.

28. 9 to 5 Atlanta**\$3,000**

501 Pulliam St, SW, #344, Atlanta, GA 30312 Coretta Brown 404/222-0001 corettab@9to5.org
www.atlanta9to5.org

Funding for a multiracial grassroots organization of women working for economic justice through advocacy, public education, leadership development, and direct action campaigns.

Decision: Full X Partial _____ No _____ Defer _____

Comments:

Great work and references. Come for a multi-year next time.

29. Arco Iris, Inc.**\$1,000**

HC 70 Box 17A, Ponca, AR 72670 Maria Moroles 870/423-7379 mmoroles@arcoirisinc.org
www.arcoirisinc.org

Funding for organization that works for environmental protection, and the empowerment of women and people of color in rural northwest Arkansas.

Decision: Full _____ Partial X No _____ Defer _____

Comments:

Application is poorly written, but references are good.

30. GABRIELA Network**\$1,000**

P.O. Box 403, Times Square Station, New York, NY 10036 Nobuko Mizoguchi 212/592-3507

gabnet@gabnet.org www.gabnet.org

Funding for a U.S.- Philippines solidarity organization that seeks to empower U.S. Filipinas and raise awareness of their concerns through leadership development, organizing, and education.

Decision: Full _____ Partial X No _____ Defer _____

Comments:

31. 3rd EyE Youth Empowerment, Inc**\$3,000**

48 Union Street, New Bedford, MA 02740 Ben Gilbarg 508/910-2260 putouttheword@yahoo.com

www.3rdeyeunlimited.com

Funding for an organization dedicated to the development of youth leadership through mentoring, skill building, and organizing campaigns.

Decision: Full X Partial _____ No _____ Defer _____

Comments:

Very effective. Pull out lots of youth. Perhaps come for a multi-year next time.

32. DREAM in Action**\$2,000**

3450 Hill Road, Boise, ID 83703 Fernando Mejia 208/830-0313

fernandomejia@mail.boisestate.edu

Funding for a youth-run organization that uses direct organizing campaigns to build power and win campaigns for immigrant justice.

Decision: Full _____ Partial X No _____ Defer _____

Comments:

Doing a leadership program which seems strong.

33. Houston Area Committee for Youth and Nonmilitary Opportunities**\$500**

1129 West 23, Houston, TX 77008 Judith Hoffhien 713/863-8708 jhoffhie@houstonisd.org

Funding for an organization working in the public schools to educate youth about non-military opportunities and non-violent conflict resolution.

Decision: Full _____ Partial X No _____ Defer _____

Comments:

Huge Vietnamese population in Houston- not involved in group. Not much information linking military issues to rest of the world. Claim they "don't work to change government policy."

34. Immigrant Students in Action**\$2,000**

675 Cranston St., Providence, RI 02907 Evelyn Nq Duran 401/714-6921 evelyn-

duran@brown.edu

Funding for an organization of immigrant youth working to secure just educational policies and basic human rights for undocumented immigrants.

Decision: Full _____ Partial X No _____ Defer _____

Comments:

35. Out Now**\$1,400**

1695 Main Street, #2F, Springfield, MA 01103 Holly Richardson 413/736-4610

Funding for an organization that works to develop queer youth leadership through education and activist campaigns.

Decision: Full _____ Partial X No _____ Defer _____

Comments:

36. Project HIP-HOP**Defer**

2201 Washington St, #200, Roxbury, MA 02119 Mariama White-Hammond 617/541-2637

www.projecthiphop.org

Funding for a youth-led organization that organizes around issues of race, economic justice, and movement building among marginalized youth of color in Boston.

Decision: Full _____ Partial _____ No _____ Undecided _____ Defer x

Comments:

Budget appears to be \$155,000. Proposal is poorly written. Defer until clarify what real budget numbers will be.

37. Veterans for Peace - Washington**\$900**

3928 South Bay Road, Northeast, Lacey, WA 98516 Molly Gibbs 360/412-1519

http://criticalconcern.com/optout

Funding for organization that opposes the presence of the military in schools and works with students to understand their alternatives to the military..

Decision: Full _____ Partial X No _____ Defer _____

Comments:

38. Youth Liberation Network**\$1,400**

5307 Martin Ave, Austin, TX 78751 Bianca Flores 512/293-6582 youthlib_net@yahoo.com

www.youthliberation.net

Funding for organization working to empower youth of color through the use of art and media technology.

Decision: Full _____ Partial X No _____ Defer _____

Comments:

Total Number of Grants:	31 regular grants; 7 multi-year grants; 0 emergency grants; 0 loans; 0 TA grants; 13 not on agenda
Total Amount Requested:	\$111,300
Total Allocation for Cycle:	\$57,950
Total Grants:	\$45,950 regular grants; \$12,000 multi-year grants; \$0 emergency grants; \$0 TA grants
Total Loans:	\$0
Total Allocated:	\$57,950
Total # of Grants Allocated:	25 regular grants; 4 multi-year grants; 0 emergency grants; 0 TA grants
Total # of Loans Allocated:	0
Total # of Grants and Loans:	29

Not on Agenda April 2006

1. Basta!

418 Houghton Brook Rd., Putney, VT 05346 Ines Gomes-Ochoa 802/387-5566 igomez-ochoa@putneyschool.org
Funding for an organization hosting a conference to educate Vermont youth on local, as well as, international issues of social justice.

Reason: Funding is for one-time conference at a private school with no visible follow-up.

2. Gateway Green Alliance

P.O. Box 8094, St. Louis, MO 63156 Barbara Chicherio 314/727-8554 www.gateway-greens.org
Funding for a second round of multi-year support for an organization working to bring attention to the interconnected issues of ecology, racism and economic justice.

Reason: The proposal states that the group has become majority people of color- but membership numbers indicate 42 of 60 members are white. Not clear how much has changed since June 05. Issues June '05: Good analysis but references are weak. Concerns re: sectarianism. Seem to be preaching to the choir. Merely moving in to a neighborhood does not indicate potential for diversifying group. New lead campaign does not indicate links to local groups which may already be doing the work.

3. GenerationFive (G5)

2 Massasoit Street, San Francisco, CA 94110 Sara Kershner 415/285-6658 www.generationfive.org
Funding for an organization that seeks to end the child sexual abuse of children within five generations by organizing men to view such abuse as a community issue and by integrating prevention issues into social movements and community organizing.

Reason: Detailed analysis of child sexual abuse issues. Seem to be making connections with other community issues. Not clear where actual social change organizing occurs (as opposed to increased services and monitoring). G5 has budget of almost \$200,000. The Men's Cap does not appear to be a stand alone organization.

4. Jack Pine Community Center

4134 Park Avenue, Minneapolis, MN 55407 Luce Guillen-Givins 651/645-7216 www.thejackpine.org
Funding for a family-friendly community resource center committed to popular education, anti-oppression and the fight for justice, liberation and autonomy.

Reason: No organizing. Funding is for the space. Not clear that it is a significant support for other activists in the area.

5. Optical Realities

6367 Overbrook Avenue, Philadelphia, PA 19151 Linda Panetta 215/694-4240 www.opticalrealities.org
Funding for an organization that uses photography as a public education tool about U.S. military intervention abroad and domestic social justice issues.

Reason: Terrific photographs, but primarily one person. Others determine how to use them. No financial data. Linda Panetta is the staff person for SOA Watch/NE

6. Seeds of Peace Collective

P.O. Box 8123, Moscow, ID 83843 Molly Karp 208/883-4451 www.seeds-of-peace-collective.org
Funding for an organization that provides material support, logistical aid, and non-violent direct action training to social justice groups.

Reason: All white. Mostly provide food, water and logistical support for direct actions.

7. Sexy Spring Collective

1921 Elliot Ave., Minneapolis, MN 55404 Kimberly Christoffel 612/239-0241 www.sexyspring.org
Funding for a three day conference bringing a radical sex-positive education to a diverse audience.

Reason: Social service and advocacy. Mainly a conference. Information sharing. Not organizing

8. STARC Alliance: Students Transforming and Resisting Corporations

1149 East Mifflin Street, Madison, WI 53703 Kristen Petroschius 608/347-2474 www.starcalliance.org
Funding for multi-year general support for a group that brings together ten young organizers for an eight week Summer Institute in the Bay Area.

Reason: No permanent location. Have dropped all organizing campaigns. Only capable of holding the Summer Institute. Very few people gain access- only ten per year.

9. The Learning Circle Network

26-40 Church St., South Orange, NJ 07079 Kyle Farmbry 973/556-1756 www.learningcirclenetwork.org
Funding for an educational and training organization that incubates and implements strategies for social change.

Reason: Very new organization. Growing out of a consulting business. Most work is international, very white group. Very limited information regarding diversity. Short answers to Q.#11

10. Transgender, Gender Variant/Genderqueer and Intersex Justice Project

1322 Webster Street, Ste.210, Oakland, CA 94612 Alexander Lee 510/677-5500 www.tgijp.org
Funding for an organization seeking to end the abuse faced by transgender, gender variant/genderqueer and intersex

Reason: Have received \$127,000 in grants over last two years. Work still appears to be primarily advocacy and service-based. No indication that they work with any of the significant number of criminal justice groups in the Bay Area.

11. Voluntown Peace Trust

539 Beach Pond Road, Voluntown, CT 06384 Mary Novak 860/376-9970
Funding for an organization that acts as center for social change and sustainable living.

Reason: Unclear what happen beyond the donation of space. Financial statements show group and "farm" are inter-related. Bought the farm for approximately \$500,000.

12. Word and World: A People's School

P.O. Box 1623, Greensboro, NC 27402-1623 Zachary Moon 336/230-0330 www.wordandworld.org
Funding for an educational institute building relationships between church and religious institutions and grassroots organizations working for social transformation.

Reason: Put on a school every few years. Will work with two young activists to pursue education in theology, history, social analysis and literature. No clear organizing.

13. Youth Organics

141 Jay Street, #6, Albany, NY 12210 Jessica Oppenheimer 518/463-2222
Funding for an urban gardening program that is part of a larger community arts center.

Reason: Mostly service-based work for youth. Primarily a summer and after-school program. Staff and 7 of 9 active volunteers are white- working with majority low-income youth of color.

ABC Responses by Year**ABC Money by Year**

Appeal Month	2003	2004	2005	2003	2004	2005
March	382	449	497	\$18,601.25	\$22,267.00	\$29,111.52
June	382	328	553	\$21,250.77	\$18,595.25	\$32,185.38
September	392	312	612	\$28,221.75	\$32,136.00	\$50,313.10
December	689	735	645	\$67,733.50	\$76,686.68	\$56,334.30
<i>Total ABC</i>	<i>1,845</i>	<i>1,824</i>	<i>2,307</i>	<i>\$135,807.27</i>	<i>\$149,684.93</i>	<i>\$167,944.30</i>

NL Responses by Year**NL Money by Year**

	2003	2004	2005	2003	2004	2005
<i>Total ABC</i>	<i>1,845</i>	<i>1,824</i>	<i>2,307</i>	<i>\$135,807.27</i>	<i>\$149,685.93</i>	<i>\$167,944.30</i>
Newsletter	969	837	703	\$64,997.03	\$48,407.00	\$49,854.90
	2,814	2,661	3,010	\$200,804.30	\$198,092.93	\$217,799.20

Finance Narrative to accompany the Resist Balance Sheet and Board Report (1/1/05- 2/28/06)

Big Picture:

(refer to Balance Sheet- A)

Assets:

Current total assets are approximately \$56,041 less than FY05 year-to-date.

2 Month Income and Expense levels (Month End February 28, 2006)

(FY 2006 compared to Budget: refer to Board Report - B):

The current **net loss** is about \$55,439. **Income is down** approximately \$59,775 and **expenses are up** approximately \$15,300 in relation to budgeted amounts. As a result, **net loss** (expenses over income) is approximately \$74,939 more than the budgeted gain of \$19,500 for this period of time.

Revenue:

2006 Y-T-D revenue is *down about \$59,775* in comparison to Y-T-D budget figures (\$49,727 v. \$109,502). This difference in relation to the budget is made up of the following factors:

- Internal Mailing Contributions are down ¹ :	
- Pledge Income is down	(\$12,910)
- Newsletter Income is down	(\$ 6,426)
- ABC Income is down	<u>(\$16,842)</u>
	(\$36,178)
 - Prospect Income is down	 (\$4,610)
 - Special Contributions are down	
Donor Directed contributions are down ²	(\$10,107)
Unsolicited Contributions are down ³	(\$ 8,039)
Matching Grants are up	\$ 630
Stock Contributions are up about	\$ 2,546
Board Fundraising is down ⁴	<u>(\$ 3,085)</u>
	(\$18,055)
 - Other Revenue is down	 (\$ 184)
 - Unrealized Gain (loss) is down	 (\$ 715)
 <u>Losses: Total:</u>	 (\$62,918)
<u>Gains: Total:</u>	\$ 3,176

¹ Internal Mailing Contributions reflect \$5,891 in uncollected pledges for FY06 year-to-date. Between 2003 and 2005 the *Newsletter* lost approximately 250 donors through attrition and removal of deadbeat subscribers.

² Donor Directed contributions are approximately \$205 less than FY05 YTD.

³ Unsolicited Contributions are \$3,050 less than FY05 YTD.

⁴ Board Fundraising includes \$20,000 to be raised by the Board and Advisory Board.

Expenses:

Total expenses 2006 Y-T-D are about \$15,314 *over* budget.

Over-budget amount: **\$20,538**

ABC costs*	\$ 926
Prospect Mailing**	\$12,227
Grants***	\$ 6,865
General and Administrative	\$ 520

Under-budget amount: **(\$5,225)**

Pledge costs	(\$ 511)
Other fundraising costs	(\$ 81)
Grants Program	(\$ 669)
Newsletter Costs	(\$ 128)
Web Site / Internet Costs	(\$ 196)
Personnel/Health Insurance****	(\$ 2,875)
Misc. expenses	(\$ 150)
Board expenses	(\$ 615)

* ABC Costs reflect timing of printing and postage

** Prospect Mailing costs reflect approximately \$12,000 of FY'05 costs

*** Grants costs reflect the decision to expend additional dollars in February and conserve during later months

**** Personnel/Health Insurance reflects \$2,200 drop in salary costs.

RESIST, INC.
Profit & Loss Budget Performance
February 2006

	<u>Feb 06</u>	<u>Budget</u>	<u>Feb 05</u>	<u>Jan - Feb 06</u>	<u>YTD Budget</u>	<u>Jan - Feb 05</u>	<u>Annual Budget</u>
Ordinary Income/Expense							
Income							
Internal Mailings	12,051.21	18,500.00	23,995.00	26,721.31	62,900.00	53,822.50	370,000.00
Prospecting	160.00	2,100.00	380.00	2,530.00	7,140.00	1,552.00	42,000.00
Other Revenue	280.00	366.00	0.00	1,060.75	1,245.00	425.00	7,325.00
Special contributions	10,358.88	11,900.00	8,950.00	18,723.35	36,779.00	13,041.28	253,500.00
Investment Income	300.00	165.00	252.62	556.16	553.00	542.35	3,260.00
Unrealized gain (loss)	(126.83)	250.00	468.88	135.34	850.00	590.20	5,000.00
Miscellaneous revenue	0.00		0.00	0.00	10.00	4.00	50.00
Restricted Funds	0.00	12.50	0.00	0.00	25.00	150.00	150.00
Total Income	<u>23,023.26</u>	<u>33,293.50</u>	<u>34,046.50</u>	<u>49,726.91</u>	<u>109,502.00</u>	<u>70,127.33</u>	<u>681,285.00</u>
Expense							
Internal Mailing Costs	1,656.22	858.00	1,299.52	2,073.48	1,658.00	2,000.86	20,000.00
Prospecting Mailing Costs	0.00		11.00	12,227.43		1,217.96	46,700.00
Other Fundraising Costs	14.13	103.00	44.36	87.16	168.00	122.06	1,650.00
Grant	40,500.00	34,150.00	36,103.75	41,215.00	34,350.00	36,603.75	310,000.00
Grants Program	29.03	549.00	186.00	428.57	1,098.00	855.42	6,600.00
Newsletter Costs	624.18	5,351.00	3,007.03	5,323.78	5,452.00	4,283.47	31,200.00
Website & Internet	0.00	167.00	145.90	137.59	334.00	242.80	2,000.00
Personnel	14,372.52	16,445.00	19,763.33	30,015.05	32,890.00	37,753.89	197,334.00
General and Administrative	9,543.73	6,191.00	3,792.16	12,898.45	12,378.00	11,221.61	74,264.00
Misc expenses	129.51	391.00	205.35	632.18	782.00	643.83	4,700.00
Board Expense	270.46	446.00	38.70	277.45	892.00	196.70	5,350.00
Total Expense	<u>67,139.78</u>	<u>64,651.00</u>	<u>64,597.10</u>	<u>105,316.14</u>	<u>90,002.00</u>	<u>95,142.35</u>	<u>699,798.00</u>
Net Ordinary Income	(44,116.52)	(31,357.50)	(30,550.60)	(55,589.23)	19,500.00	(25,015.02)	(18,513.00)
Other Income/Expense							
Other Expense							
Suspense	0.00		727.60	(150.00)		727.60	
Total Other Expense	<u>0.00</u>		<u>727.60</u>	<u>(150.00)</u>		<u>727.60</u>	
Net Other Income	<u>0.00</u>		<u>(727.60)</u>	<u>150.00</u>		<u>(727.60)</u>	
Net Income	<u>(44,116.52)</u>	<u>(31,357.50)</u>	<u>(31,278.20)</u>	<u>(55,439.23)</u>	<u>19,500.00</u>	<u>(25,742.62)</u>	<u>(18,513.00)</u>

RESIST, INC.
Balance Sheet Prev Year Comparison
As of February 28, 2006

A

	<u>Feb 28, 06</u>	<u>Feb 28, 05</u>
ASSETS		
Current Assets		
Checking/Savings		
Wainwright Bank Checking	90,979.01	122,779.70
Petty cash	50.00	50.00
Total Checking/Savings	<u>91,029.01</u>	<u>122,829.70</u>
Accounts Receivable		
Accounts receivable	0.00	477.79
Total Accounts Receivable	<u>0.00</u>	<u>477.79</u>
Other Current Assets		
Investments	138,341.71	165,768.60
Inventory T-shirts	4,802.62	443.34
Prepaid expenses	1,993.00	2,687.61
Total Other Current Assets	<u>145,137.33</u>	<u>168,899.55</u>
Total Current Assets	<u>236,166.34</u>	<u>292,207.04</u>
Fixed Assets		
Leasehold improvements	15,064.68	15,064.68
Accum depr leasehold imp	(9,430.51)	(9,430.51)
Furniture, fixtures, & equip	16,310.03	16,310.03
Accum depr of furn & fix	(13,717.00)	(13,717.00)
Total Fixed Assets	<u>8,227.20</u>	<u>8,227.20</u>
Other Assets		
Deposits	2,230.00	2,230.00
Total Other Assets	<u>2,230.00</u>	<u>2,230.00</u>
TOTAL ASSETS	<u><u>246,623.54</u></u>	<u><u>302,664.24</u></u>
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Accounts Payable		
Accounts payable	5,646.07	834.75
Grants payable	54,000.00	54,000.00
Total Accounts Payable	<u>59,646.07</u>	<u>54,834.75</u>
Credit Cards		
Wainwright credit card	8.37	(197.13)
Total Credit Cards	<u>8.37</u>	<u>(197.13)</u>
Other Current Liabilities		
Payroll Liabilities	3,327.96	3,855.41
Accrued payroll and taxes	13,448.35	13,488.59
Security deposits held	1,750.00	1,750.00
Total Other Current Liabilities	<u>18,526.31</u>	<u>19,094.00</u>
Total Current Liabilities	<u>78,180.75</u>	<u>73,731.62</u>
Total Liabilities	<u>78,180.75</u>	<u>73,731.62</u>
Equity		
Fund balance general	223,882.02	254,675.24
Net Income	(55,439.23)	(25,742.62)
Total Equity	<u>168,442.79</u>	<u>228,932.62</u>
TOTAL LIABILITIES & EQUITY	<u><u>246,623.54</u></u>	<u><u>302,664.24</u></u>

RESIST, INC.
Balance Sheet Prev Year Comparison
As of February 28, 2006

	<u>Feb 28, 06</u>	<u>Feb 28, 05</u>
ASSETS		
Current Assets		
Checking/Savings		
Wainwright Bank Checking	90,979.01	122,779.70
Petty cash	50.00	50.00
Total Checking/Savings	<u>91,029.01</u>	<u>122,829.70</u>
Accounts Receivable		
Accounts receivable	0.00	477.79
Total Accounts Receivable	<u>0.00</u>	<u>477.79</u>
Other Current Assets		
Investments		
0307 Resist Endowment		
NB Socially Responsive	17,606.89	16,484.85
Calvert Social Investment	66,414.11	64,120.40
Schwab Endowment	73.09	2,066.41
Total 0307 Resist Endowment	<u>84,094.09</u>	<u>82,671.66</u>
0308 Operating Fund		
Cash & Money Market Funds	1,401.05	1,393.61
Total 0308 Operating Fund	<u>1,401.05</u>	<u>1,393.61</u>
0309 Loan Fund	12,263.74	14,201.94
0310 Investment Fund		
NB Socially Responsive	525.61	0.00
Women's Equity Mutual Fund	4,189.69	19,064.42
Calvert Social Investment Fund	4,485.42	17,076.92
Cash & Money Market Fund	819.76	2,027.37
Total 0310 Investment Fund	<u>10,020.48</u>	<u>38,168.71</u>
0311 Holmes Memorial		
Domini Social Equity Fund	7,853.34	7,279.44
Cash & Money Market Funds	7,598.01	7,400.92
Total 0311 Holmes Memorial	<u>15,451.35</u>	<u>14,680.36</u>
0313 Cohen Memorial		
Cash & Money Market Funds	7.03	7.03
Domini Social Equity Fund	9,714.98	9,521.86
Total 0313 Cohen Memorial	<u>9,722.01</u>	<u>9,528.89</u>
Calvert Social Inv Balanced	5,388.99	5,123.43
Total Investments	<u>138,341.71</u>	<u>165,768.60</u>
Inventory T-shirts	4,802.62	443.34
Prepaid expenses		
Liability Insurance	1,297.90	1,297.82
Other	0.00	54.00
Postage	742.08	1,025.32
Property Insurance	108.20	612.42
Worker's Comp	225.90	79.13
Prepaid expenses - Other	(381.08)	(381.08)
Total Prepaid expenses	<u>1,993.00</u>	<u>2,687.61</u>
Total Other Current Assets	<u>145,137.33</u>	<u>168,899.55</u>
Total Current Assets	<u>236,166.34</u>	<u>292,207.04</u>

RESIST, INC.
Balance Sheet Prev Year Comparison
As of February 28, 2006

	<u>Feb 28, 06</u>	<u>Feb 28, 05</u>
Fixed Assets		
Leasehold improvements	15,064.68	15,064.68
Accum depr leasehold imp	(9,430.51)	(9,430.51)
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Accum depr of furn & fix	(13,717.00)	(13,717.00)
Total Fixed Assets	<u>8,227.20</u>	<u>8,227.20</u>
Other Assets		
Deposits	2,230.00	2,230.00
Total Other Assets	<u>2,230.00</u>	<u>2,230.00</u>
TOTAL ASSETS	<u><u>246,623.54</u></u>	<u><u>302,664.24</u></u>
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Accounts Payable		
Accounts payable	5,646.07	834.75
Grants payable	54,000.00	54,000.00
Total Accounts Payable	<u>59,646.07</u>	<u>54,834.75</u>
Credit Cards		
Wainwright credit card	8.37	(197.13)
Total Credit Cards	<u>8.37</u>	<u>(197.13)</u>
Other Current Liabilities		
Payroll Liabilities		
FICA withheld	696.55	760.78
Medicare withheld	162.89	177.92
Federal withholding	936.00	1,422.00
MA withholding	466.08	544.39
403 (b) deferred comp	617.08	514.88
403(b) defined	449.36	435.44
Total Payroll Liabilities	<u>3,327.96</u>	<u>3,855.41</u>
Accrued payroll and taxes		
403 (b) employer match	449.36	435.44
FICA ER	696.55	760.78
Medicare ER	162.89	177.92
MA unemployment	613.39	588.29
Accrued paid leave	11,526.16	11,526.16
Total Accrued payroll and taxes	<u>13,448.35</u>	<u>13,488.59</u>
Security deposits held	<u>1,750.00</u>	<u>1,750.00</u>
Total Other Current Liabilities	<u>18,526.31</u>	<u>19,094.00</u>
Total Current Liabilities	<u>78,180.75</u>	<u>73,731.62</u>
Total Liabilities	<u>78,180.75</u>	<u>73,731.62</u>
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Fund balance general	223,882.02	254,675.24
Net Income	(55,439.23)	(25,742.62)
Total Equity	<u>168,442.79</u>	<u>228,932.62</u>
TOTAL LIABILITIES & EQUITY	<u><u>246,623.54</u></u>	<u><u>302,664.24</u></u>

RESIST, INC.
Profit & Loss Budget Performance
February 2006

B

	<u>Feb 06</u>	<u>Budget</u>	<u>Feb 05</u>	<u>Jan - Feb 06</u>	<u>YTD Budget</u>	<u>Jan - Feb 05</u>	<u>Annual Budget</u>
Ordinary Income/Expense							
Income							
Internal Mailings	12,051.21	18,500.00	23,995.00	26,721.31	62,900.00	53,822.50	370,000.00
Prospecting	160.00	2,100.00	380.00	2,530.00	7,140.00	1,552.00	42,000.00
Other Revenue	280.00	366.00	0.00	1,060.75	1,245.00	425.00	7,325.00
Special contributions	10,358.88	11,900.00	8,950.00	18,723.35	36,779.00	13,041.28	253,500.00
Investment Income	300.00	165.00	252.62	556.16	553.00	542.35	3,260.00
Unrealized gain (loss)	(126.83)	250.00	468.88	135.34	850.00	590.20	5,000.00
Miscellaneous revenue	0.00		0.00	0.00	10.00	4.00	50.00
Restricted Funds	0.00	12.50	0.00	0.00	25.00	150.00	150.00
Total Income	<u>23,023.26</u>	<u>33,293.50</u>	<u>34,046.50</u>	<u>49,726.91</u>	<u>109,502.00</u>	<u>70,127.33</u>	<u>681,285.00</u>
Expense							
Internal Mailing Costs	1,656.22	858.00	1,299.52	2,073.48	1,658.00	2,000.86	20,000.00
Prospecting Mailing Costs	0.00		11.00	12,227.43		1,217.96	46,700.00
Other Fundraising Costs	14.13	103.00	44.36	87.16	168.00	122.06	1,650.00
Grant	40,500.00	34,150.00	36,103.75	41,215.00	34,350.00	36,603.75	310,000.00
Grants Program	29.03	549.00	186.00	428.57	1,098.00	855.42	6,600.00
Newsletter Costs	624.18	5,351.00	3,007.03	5,323.78	5,452.00	4,283.47	31,200.00
Website & Internet	0.00	167.00	145.90	137.59	334.00	242.80	2,000.00
Personnel	14,372.52	16,445.00	19,763.33	30,015.05	32,890.00	37,753.89	197,334.00
General and Administrative	9,543.73	6,191.00	3,792.16	12,898.45	12,378.00	11,221.61	74,264.00
Misc expenses	129.51	391.00	205.35	632.18	782.00	643.83	4,700.00
Board Expense	270.46	446.00	38.70	277.45	892.00	196.70	5,350.00
Total Expense	<u>67,139.78</u>	<u>64,651.00</u>	<u>64,597.10</u>	<u>105,316.14</u>	<u>90,002.00</u>	<u>95,142.35</u>	<u>699,798.00</u>
Net Ordinary Income	<u>(44,116.52)</u>	<u>(31,357.50)</u>	<u>(30,550.60)</u>	<u>(55,589.23)</u>	<u>19,500.00</u>	<u>(25,015.02)</u>	<u>(18,513.00)</u>
Other Income/Expense							
Other Expense							
Suspense	0.00		727.60	(150.00)		727.60	
Total Other Expense	<u>0.00</u>		<u>727.60</u>	<u>(150.00)</u>		<u>727.60</u>	
Net Other Income	<u>0.00</u>		<u>(727.60)</u>	<u>150.00</u>		<u>(727.60)</u>	
Net Income	<u>(44,116.52)</u>	<u>(31,357.50)</u>	<u>(31,278.20)</u>	<u>(55,439.23)</u>	<u>19,500.00</u>	<u>(25,742.62)</u>	<u>(18,513.00)</u>

RESIST, INC.
Profit & Loss Budget Performance
February 2006

Ordinary Income/Expense
Income

	Feb 06	Feb 06 Budget	Feb 05	Jan - Feb 06	2006 YTD Budget	Jan - Feb 05	2006 Annual Budget
Internal Mailings							
Pledges	7,733.71	7,750.00	12,252.50	13,439.81	26,350.00	20,720.50	155,000.00
Newsletter	2,948.50	3,250.00	10,316.50	4,623.50	11,050.00	15,703.50	65,000.00
ABC/House mailings	1,369.00	7,500.00	1,426.00	8,658.00	25,500.00	17,398.50	150,000.00
Total Internal Mailings	12,051.21	18,500.00	23,995.00	26,721.31	62,900.00	53,822.50	370,000.00
Prospecting	160.00	2,100.00	380.00	2,530.00	7,140.00	1,552.00	42,000.00
Other Revenue							
Fiscal sponsorship fees	0.00	11.00		71.50	38.00	21.25	225.00
List Sales - other	0.00	25.00		0.00	85.00		500.00
Royalties	0.00	40.00		0.00	136.00		800.00
T-shirt sales	280.00	40.00	0.00	310.00	136.00		800.00
NWTRCC	0.00	250.00	0.00	679.25	850.00	403.75	5,000.00
Total Other Revenue	280.00	366.00	0.00	1,060.75	1,245.00	425.00	7,325.00
Special contributions							
Board Fundraising	200.00	1,025.00	0.00	400.00	3,485.00	100.00	20,500.00
Donor Directed Grants	1,171.18	8,954.00	5,250.00	8,335.65	18,443.00	8,541.28	100,000.00
Matching Grants	800.00	50.00	200.00	800.00	170.00	250.00	1,000.00
Unsolicited	100.00	1,502.00	3,500.00	1,100.00	9,139.00	4,150.00	100,000.00
Stocks	8,087.70	369.00	0.00	8,087.70	5,542.00	0.00	32,000.00
Total Special contributions	10,358.88	11,900.00	8,950.00	18,723.35	36,779.00	13,041.28	253,500.00
Investment Income							
Bank Interest	10.20	6.00	26.18	21.42	16.00	30.89	110.00
Calvert Balanced	0.00	3.00	159.80	0.00	9.00	312.30	50.00
Domini Social Investment	0.00	5.00		0.00	17.00		100.00
Calvert Bond	233.06	125.00		438.77	425.00		2,500.00
Schwab One Accounts	41.00	8.00	24.08	66.34	26.00	40.45	150.00
Dividends and interest	15.74	18.00	42.56	29.63	60.00	158.71	350.00
Total Investment Income	300.00	165.00	252.62	556.16	553.00	542.35	3,260.00
Unrealized gain (loss)							
Womens Equity Fund	6.01		183.14	58.10		(210.60)	
Domini Social Investment	58.66	25.00	27.86	219.54	85.00	526.84	500.00
Calvert Balanced	(5.64)	25.00	(31.96)	(25.43)	85.00	84.76	500.00
Neuberger Berman	(102.32)	25.00	409.84	259.71	85.00	(129.03)	500.00
Calvert Bond	(83.54)	175.00	(120.00)	(376.58)	595.00	318.23	3,500.00
Total Unrealized gain (loss)	(126.83)	250.00	468.88	135.34	850.00	590.20	5,000.00
Miscellaneous revenue	0.00		0.00	0.00	10.00	4.00	50.00
Restricted Funds	0.00	12.50	0.00	0.00	25.00	150.00	150.00
Total Income	23,023.26	33,293.50	34,046.50	49,726.91	109,502.00	70,127.33	681,285.00

RESIST, INC.
Profit & Loss Budget Performance
February 2006

	Feb 06	Feb 06 Budget	Feb 05	Jan - Feb 06	2006 YTD Budget	Jan - Feb 05	2006 Annual Budget
Expense							
Internal Mailing Costs							
Pledge program							
Printing	205.52		65.00	241.22	500.00	631.12	3,000.00
Postage	0.00		393.08	131.17	300.00	515.08	1,800.00
Mailhouse	0.00	333.00	240.20	250.00	333.00	240.20	2,000.00
Total Pledge program	205.52	333.00	698.28	622.39	1,133.00	1,386.40	6,800.00
ABC/House mailings							
Consultant	0.00			0.00			2,500.00
Printing	653.92		0.00	653.92		12.25	4,000.00
Postage	796.78	525.00	601.24	797.17	525.00	602.21	4,200.00
Mailhouse	0.00		0.00	0.00		0.00	2,500.00
Total ABC/House mailings	1,450.70	525.00	601.24	1,451.09	525.00	614.46	13,200.00
Total Internal Mailing Costs	1,656.22	858.00	1,299.52	2,073.48	1,658.00	2,000.86	20,000.00
Prospecting Mailing Costs							
Printing	0.00		0.00	6,351.93		1,403.41	16,000.00
Postage	0.00		11.00	36.28		(185.45)	11,000.00
Mailhouse	0.00		0.00	2,689.22		0.00	5,100.00
Consultants	0.00		0.00	2,950.00		0.00	7,500.00
Photos and graphics	0.00		0.00	200.00		0.00	100.00
List rentals	0.00		0.00	0.00		0.00	7,000.00
Total Prospecting Mailing Costs	0.00		11.00	12,227.43		1,217.96	46,700.00
Other Fundraising Costs							
Thank you cards							
Printing	0.00			0.00			350.00
Postage	14.13	65.00	44.36	87.16	130.00	122.06	1,000.00
Purchase	0.00		0.00	0.00		0.00	25.00
Total Thank you cards	14.13	65.00	44.36	87.16	130.00	122.06	1,375.00
Other							
Misc costs	0.00			0.00			25.00
Promo T-shirts	0.00	28.00		0.00	28.00		150.00
Other - Other	0.00	10.00		0.00	10.00		100.00
Total Other	0.00	38.00		0.00	38.00		275.00
Total Other Fundraising Costs	14.13	103.00	44.36	87.16	168.00	122.06	1,650.00
Grant							
Regular grants	34,500.00	30,050.00	29,700.00	34,500.00	30,050.00	29,700.00	261,000.00
Multi-year grants	6,000.00	3,000.00	6,000.00	6,000.00	3,000.00	6,000.00	33,000.00
Technical Assistance Grant	0.00	500.00	0.00	0.00	500.00	500.00	8,000.00
Salzman grants	0.00			0.00			3,000.00
NWTRCC donor directed grants	0.00	600.00	403.75	715.00	800.00	403.75	5,000.00
Total Grant	40,500.00	34,150.00	36,103.75	41,215.00	34,350.00	36,725.81	310,000.00
Grants Program							
Library	0.00	8.00		0.00	16.00		100.00
Printing	0.00	208.00	100.00	328.10	416.00	466.00	2,500.00
Postage	29.03	183.00	69.26	100.47	366.00	156.02	2,200.00
Membership dues - organization	0.00	150.00	16.74	0.00	300.00	233.40	1,800.00
Total Grants Program	29.03	549.00	186.00	428.57	1,098.00	855.42	6,600.00

RESIST, INC.
Profit & Loss Budget Performance
February 2006

	Feb 06	Feb 06 Budget	Feb 05	Jan - Feb 06	2006 YTD Budget	Jan - Feb 05	2006 Annual Budget
Newsletter Costs							
Printing	616.56	2,750.00	2,335.00	3,312.56	2,750.00	2,670.44	16,000.00
Postage	7.62	1,500.00	58.32	1,297.59	1,500.00	999.32	8,000.00
Mailhouse	0.00	1,000.00	613.71	713.63	1,000.00	613.71	6,000.00
Consultants	0.00	42.00		0.00	84.00		500.00
Photos and graphics	0.00	42.00		0.00	84.00		500.00
Newsletter Costs - Other	0.00	17.00		0.00	34.00		200.00
Total Newsletter Costs	624.18	5,351.00	3,007.03	5,323.78	5,452.00	4,283.47	31,200.00
Website & Internet	0.00	167.00	145.90	137.59	334.00	242.80	2,000.00
Personnel							
Employee Salaries	11,234.48	12,334.00	12,270.88	22,468.96	24,668.00	25,464.72	148,011.00
Payroll taxes	1,166.13	1,073.00	1,239.35	2,332.27	2,146.00	2,572.05	12,877.00
Pension plan match	449.36	493.00	435.44	898.72	986.00	870.88	5,920.00
Health insurance	1,472.35	2,328.00	5,771.66	4,214.70	4,656.00	8,777.49	27,932.00
Workers compensation	50.20	50.00	46.00	100.40	100.00	68.75	594.00
Staff development	0.00	167.00	0.00	0.00	334.00	0.00	2,000.00
Total Personnel	14,372.52	16,445.00	19,763.33	30,015.05	32,890.00	37,753.89	197,334.00
General and Administrative							
Supplies	85.92	208.00	325.68	332.65	416.00	854.26	2,500.00
Printing & copying	82.88	125.00		82.88	250.00		1,500.00
Books, subscriptions, reference	242.00	125.00		242.00	250.00		1,500.00
Dues and fees	0.00	17.00		0.00	30.00		200.00
Telephone	221.58	267.00	618.09	549.60	534.00	648.09	3,200.00
Minor office equipment	0.00	125.00		0.00	250.00		1,500.00
Postage, shipping, delivery							
Meter Rental	0.00	38.00		0.00	76.00		450.00
UPS	0.00	9.00		0.00	18.00		100.00
US Post Office	68.20	133.00	9.15	130.53	266.00	27.30	1,600.00
Postage due/BRE envelopes	0.00	225.00	0.00	0.00	450.00	600.00	2,700.00
Total Postage, shipping, delivery	68.20	405.00	9.15	130.53	810.00	627.30	4,850.00
Professional Fees							
Temporary help	532.50	459.00		532.50	918.00		5,500.00
Accounting	4,225.00	1,041.00	400.00	4,625.00	2,082.00	800.00	12,500.00
Consultants	0.00	125.00		0.00	250.00		1,500.00
Brokerage fees	0.00	50.00		0.00	100.00		600.00
Total Professional Fees	4,757.50	1,675.00	400.00	5,157.50	3,350.00	800.00	20,100.00
Equip rental & maintenance	0.00	125.00	36.00	10.87	250.00	54.00	1,500.00
Insurance							
Liability	801.12	167.00	0.00	801.12	334.00	855.22	2,000.00
Director and officers	185.42	185.00	185.42	370.84	370.00	370.84	2,225.00
Computer	7.42	7.00		14.84	14.00		89.00
Property	892.58	84.00	47.58	940.16	168.00	95.20	1,000.00
Total Insurance	1,886.54	443.00	233.00	2,126.96	886.00	1,321.26	5,314.00
Advertising and Outreach							
Advertising	0.00	125.00	250.00	0.00	250.00	600.00	1,500.00
Brochure	0.00	83.00		0.00	166.00		1,000.00
Total Advertising and Outreach	0.00	208.00	250.00	0.00	416.00	600.00	2,500.00
Occupancy expenses							
Rent	3,262.50	3,263.00	2,835.42	6,220.83	6,526.00	8,506.26	39,150.00
Repairs and maintenance	0.00	50.00		0.00	100.00		600.00
Utilities	164.91	292.00	255.41	496.23	584.00	255.41	3,500.00
Real estate taxes	0.00	67.00		0.00	134.00		800.00
Sub lease (rent)	(1,228.30)	(1,350.00)	(1,179.17)	(2,456.60)	(2,700.00)	(2,358.36)	(16,200.00)
Sub lease (utilities)	0.00	(117.00)	(49.91)	0.00	(234.00)	(145.10)	(1,400.00)
Total Occupancy expenses	2,199.11	2,205.00	1,861.75	4,260.46	4,410.00	6,258.21	26,450.00

RESIST, INC.
Profit & Loss Budget Performance
February 2006

	Feb 06	Feb 06 Budget	Feb 05	Jan - Feb 06	2006 YTD Budget	Jan - Feb 05	2006 Annual Budget
Travel & meetings expenses							
Conference, convention, meeting	0.00	63.00		0.00	126.00		750.00
Meals, food	0.00	50.00	58.49	0.00	100.00		600.00
Travel	0.00	150.00		5.00	300.00	58.49	1,800.00
Total Travel & meetings expenses	<u>0.00</u>	<u>263.00</u>	<u>58.49</u>	<u>5.00</u>	<u>526.00</u>	<u>58.49</u>	<u>3,150.00</u>
Total General and Administrative	9,543.73	6,191.00	3,792.16	12,898.45	12,378.00	11,221.61	74,264.00
Misc expenses							
Depreciation & amortization exp	0.00	200.00		0.00	400.00		2,400.00
Bank & credit card fees	129.51	167.00	173.91	582.37	334.00	612.39	2,000.00
Interest Expense							
Finance Charges	0.00	4.00	2.44	13.81	8.00	2.44	50.00
Late Fees	0.00	8.00	29.00	36.00	16.00	29.00	100.00
Total Interest Expense	<u>0.00</u>	<u>12.00</u>	<u>31.44</u>	<u>49.81</u>	<u>24.00</u>	<u>31.44</u>	<u>150.00</u>
Taxes	0.00	4.00		0.00	8.00		50.00
Misc expenses - Other	0.00	8.00		0.00	16.00		100.00
Total Misc expenses	<u>129.51</u>	<u>391.00</u>	<u>205.35</u>	<u>632.18</u>	<u>782.00</u>	<u>643.83</u>	<u>4,700.00</u>
Board Expense							
Copying	0.00	20.00	19.76	0.00	40.00	29.76	250.00
Postage	0.00	17.00	2.26	0.99	34.00	2.26	200.00
Travel	212.00	209.00	0.00	212.00	418.00	148.00	2,500.00
Food	58.46	67.00	16.68	64.46	134.00	16.68	800.00
Outreach	0.00	8.00		0.00	16.00		100.00
Other	0.00	125.00	0.00	0.00	250.00	0.00	1,500.00
Total Board Expense	<u>270.46</u>	<u>446.00</u>	<u>38.70</u>	<u>277.45</u>	<u>892.00</u>	<u>196.70</u>	<u>5,350.00</u>
Total Expense	<u>67,139.78</u>	<u>64,651.00</u>	<u>64,597.10</u>	<u>105,316.14</u>	<u>90,002.00</u>	<u>95,142.35</u>	<u>699,798.00</u>
Net Ordinary Income	(44,116.52)	(31,357.50)	(30,550.60)	(55,589.23)	19,500.00	(25,015.02)	(18,513.00)
Other Income/Expense							
Other Expense							
Suspense	0.00		727.60	(150.00)		727.60	
Total Other Expense	<u>0.00</u>		<u>727.60</u>	<u>(150.00)</u>		<u>727.60</u>	
Net Other Income	<u>0.00</u>		<u>(727.60)</u>	<u>150.00</u>		<u>(727.60)</u>	
Net Income	<u>(44,116.52)</u>	<u>(31,357.50)</u>	<u>(31,278.20)</u>	<u>(55,439.23)</u>	<u>19,500.00</u>	<u>(25,742.62)</u>	<u>(18,513.00)</u>

Resist 40th Anniversary/Fund Raising Meeting Minutes
Thursday 2/23/06

Present: Amanda, Carol, Yafreisy, Kay, Cynthia, Hank

Amanda reminded us of something Becca said at the February Board meeting re: Anniversary planning and a Fund Raising Campaign: We need to be clear about what our objectives are for the next 3 years so as not to overwhelm the Board.

Anniversary Event Coordinator Job Description

Resist has set aside \$15,000 for the Anniversary planning in 2006 (already in the 2006 budget). The Anniversary Committee proposal suggested allocating that as follows:

\$7,500 coordinator (300 hours @ \$25 hours)

\$7,000 printing/publications/mailings

\$500 travel

Those categories are fluid and we might determine that it makes more sense to put more money toward the coordinator at this time and less toward printing, for example.

Tasks/Skills for an Event Coordinator:

- * Set up host committees (in Boston, New York, possibly another city) *NOTE: The Boston Host Committee should overlap completely with the Anniversary Committee.*
- * Coordinate activities and outreach with the Anniversary Committee
- * Design event in Boston and work with planners
- * Participate in fund raising, keeping in mind that the event should be fund raiser. Should be able to approach sponsors, etc. Person who knows how to fund raise through events.
- * Coordinate sponsor outreach
- * Oversee outreach materials (design and printing): program books, brochures, ad books, letters, ads, etc.
- * travel experience, contacts in different cities, network.
- * Good with people, excellent communication, multi-tasker, self-starter.

Have applicant make proposal for running an event.

Outreach:

- Call Jean Entine. Offer her the position, ask for recommendations if she says no.
- Approach local event coordinators (Kelly Chung, Carmen Chan)
- Start with the people. Talk to them about other leads.
- Cynthia is a member of a consultant network and can put something out there if needed.

What do we want to raise at each event? Goals for each event? Where can we get the biggest bang for our buck?

Timeline:

- Boston event in the fall of 2007

- Interviews in March
- Hire in April

April-Aug (4 hours/week) @ \$50/hour = \$4,000-\$5,000
 Sept – Dec(8 hours/week) @ \$50/hour = \$1,600-\$2,500
 Estimated Total Coordinator cost: \$5,600-\$7,500 for 2006

We need to parcel out the coordinators time in the way that is most useful to us.
 Coordinators might charge a different rate. Estimating about \$50/hour

Carol will send out a meetingwizard thing to set up next Anniversary meeting to discuss interviews, next steps.

FUNDRAISING/40th Anniversary Joint meeting

Cynthia reports that Grace Paley is willing to call Bob Glassman at Wainwright Bank and ask for \$25,000 to underwrite initial campaign costs.

Fund Raising Campaign

The original Anniversary Campaign suggested using the Anniversary as a kick-off for a multi-year fund raising campaign. That piece of the proposal was tabled at the February meeting when the rest of the proposal (i.e. the events, event coordinator and committee re-formation were approved).

- Try to raise \$1-2 million (Hank wants the higher amount)
- Announce when raised half the money
- Count bequest in this amount. If it's a million-dollar campaign, we'd be halfway there.
- need more capacity, a campaign fund raiser.
- roll our annual funds into the campaign goal. Doesn't need to be separated out.

Methods:

- planned giving, tap aging donors
- Sponsors (corporate and foundations)
- Individual major gifts (tell people we are in the leadership phase of a campaign.)

Need to do a feasibility study of our donors' capacity, foundation support, etc. Talk to a few individuals to see how feasible it would be for them to boost their gifts.

Need to be careful about how we shape our campaign and goal. Don't want to appear haughty or too big, etc. Stay within our political and organizational mission.

Announce goal as \$1million but internally shoot for more?

Ask retreat to allot time for discussion of the Fundraising campaign and programmatic goals it would support. Put it in the politics of the world—globalization, war, etc. Yafreisy will do this.

Fund Raising Committee

FR Committee put together a draft case—what this campaign would look like. External case that we would use, how we would position ourselves to raise this money and what we would do with it. Internally, what do we want this money for, what would we do with it?

Carol will remind members of their tasks for researching sponsors, foundations. Gave Soros Foundation (George Vickers) telephone number to Hank.

Next Fundraising meeting: 3/23 at 9 a.m. If Carmen cannot make that time, propose dates the following week in the morning, but not Tuesdays, which are bad for Kay.

Resist

Board Development Committee Meeting 3-21-06

Present: Carol Schachet, Cynthia Bargar (chair), Marc Miller, Omar Henriquez

Agenda

Retreat

Since idea for retreat emanated from this committee important to discuss

Retreat Topics

-40th anniv.

-Bequest

-Long-term planning

-Community building with new members

Waiting until October seems like a long wait

Is there another mechanism beside the retreat to accomplish community-building and 40th planning?

Suggestion: Use April and June Board meetings to accomplish these two objectives

To 40th anniversary committee: 1) what do you need from the board? Please lead the 40th discussion at the April Board meeting.

Suggestion (based on realization that we have too many committees for size of Board): BDC talk to Sophia about folding retreat committee back into Board Development and bring Sophia into BDC.

Advisory Board

Sent out notice couple of months ago. Involve them in the fortieth planning. For the fortieth committee, be sure to involve the Advisory committee

Mentoring and Board Health

Carol spoke with Carmen today. She is going on a leave of absence. Carol asked if she would still be on committees and be involved via phone. Would still like to get e-mails, but at least until the fall will otherwise be on leave.

Camillo not on leave but has not been available.

Two important committees affected by this:

Fundraising

— Carmen was about to be chair.

Look for non-Board members for this committee.

Grants committee — Camillo is chair and has not been available.

Marc will try to get in touch with Camillo.

Carol: Many life circumstances, many people finding it hard. Is it too demanding?

Omar: It's a working Board. Great deal of work. More than normally do on another board.

Marc: We do need to be clear about expectations when recruiting, which we have been.

Carol: Is there something we need to do to support board health and not have people feel overwhelmed?

Do something joyful at next meeting.

Exit Interviews

Cynthia to finalize Pam's!

Board Leave Policy

Note policy and recent high number of leaves. Haven't followed the policy re voting on leaves.

Resist Bylaws state:

Article IV. Section 6. Leaves of Absence. Any member may request a leave of absence from the Board during their term of office. Each request for a leave shall be determined on an individual basis and members shall attempt to honor all such requests. Leaves of absence shall be granted either by consensus or by a two thirds (2/3) vote of the Board of Directors.

Issue of continuity for Board.

Length of leave?

Suggestion: 6 to 12 months where you can neither come to meetings or do committee work for personal reasons

For Board meeting: review the policy; take note of

Recruiting

Go back to names on the previous list.

Cynthia: E-mail people to suggest names at Board meeting.

Goal: Three new members by October. Vote on by August.

Omar: Director of Centro Presente

Union Person: Rocio? _____

Jean Carmel St. Juste, Works at MassCOSH

Marc: Norma Acebedo-Rey @ JFF now

Camillo: was supposed to talk to someone at Prysm

Nikhil: Tarso Ramos

Marc: Julie David at CHAMP

Next Meeting

5/17/06 5:30 p.m.

EXECUTIVE COMMITTEE AGENDA

March 21, 2006

Present: Marc (chair), Robin, Cynthia (and Carol for her committees)

*****NOTE DRAFT BOARD MEETING AGENDA AT THE BOTTOM

*****ALSO: NOTE ASSIGNMENTS FOR THE APRIL BOARD MEETING:

Facilitators: Kay (business); Cynthia (grants); Omar (political discussion)

Minutes: Catherine (business), Robin (grants)

Lunch: Carol, Hank

Political Discussion: 40th Anniversary. Committee

Fundraising cheerleader: Yafreisy

1. WELCOME, AGENDA REVIEW

2. BOARD DEVELOPMENT. Cynthia (chair), Carol, Omar, Marc

Check in on Committee assignments and hand out copies.

Ask for additional suggestions for Board recruitment

3. FINANCE. Nikhil (chair--on leave), Robin, Yafreisy, Wenda, Becca, Catherine

Meeting next week. Talking about the audit and financial statements

Training on reading financials will be postponed.

Not clear of total amount of bequest and date of disbursement.

4. FUNDRAISING. Carol (temp chair), Kay, Hank,

Carmen is taking a leave of absence from the Board. Need more members for this Committee.

Larger fundraising campaign with 1/2 time coordinator in conjunction with anniversary.

Discussion has begun, but need more input. Have a conversation in June after the Committee has had a chance to shape a proposal.

Committee will report back on general fundraising.

Status of Board fundraising. What plan does each person have for achieving their goal?

"Cheerleader" will be Yafreisy

5. RETREAT COMMITTEE, Becca (chair), Camilo, Robin, Sophia

Postponed to October. At least 9 people could not attend on either date that had been suggested.

6. 40TH ANNIVERSARY COMMITTEE, Yafreisy, Cynthia, Carol (interim chair), Kay, Amanda (and Nikhil and Sophia after the retreat)

Looking at hiring ideas for event coordinator. Have had conversations with Jean Entine and Hyat Imam. The committee will meet later this week. Committee will look at role of the Advisory Board in planning.

The Committee will shape a discussion to be used as the political discussion at the meeting.

7. COMMUNICATIONS. Abby (chair), Ty, Carol, Robert, Hank

Has not met yet. Does not need time at the meeting.

Could look at a press release about the anniversary of the shift to general support

8. STAFF

Catherine and Cynthia will set up a time to meet with staff.

9. GRANTS. Camilo (incoming chair), Robin, Yafreisy, Amanda

No substantive meeting yet. Just weeding.

Under discussion:

- * Follow-up from board meeting: How high to set the bar on MY grants?

- * Review of Application Question #11

- * Review of performance of multi-year grant program.~

- * Analysis of outreach in connection with accessibility and TA grants.

- * Determining what to do if an applicant fails to answer a question entirely

- * Amending financial report to include carryovers, etc.

- * Can Board members make reference calls, freeing staff for other work?

- * Role of grantees in outreach and fundraising: Be more explicit and public about receiving Resist \$ and how to give to Resist; meet potential donors (to encourage donors to give/give more)

10. TA. Becca (chair), Robin, Yafreisy

No updates. Has not met.

11. PERSONNEL Leila (chair), Marc, Hank

Need to report to board on annual evaluations. Staff all doing great.

Recommendation for all staff to meet with Personnel Committee or other board members to discuss exchanges in roles among staff, etc. Staff are meeting to take some first steps toward identifying areas that might be successful for changes.

12. OTHER E.C, Marc (chair), Nikhil (on leave), Cynthia, Robin, Hank (filling in for Nikhil)

Conflict on interest policy. Vote at Board meeting on a policy.

Update on Haymarket: They never have responded to Carol's request for clarification. On web site says "A Foundation for Change Since 1974."

New board meeting chairing/notetaking/lunch assignments for 2006 and new board members

Follow up on subpoena discussion. Topic for a political discussion.

Next meeting: May 17, 2006, 4 p.m.

13. April 2 BOARD MEETING DRAFT AGENDA

BOARD MEETING ASSIGNMENTS:

Facilitators: Kay (business); Cynthia (grants); Omar (political discussion)

Minutes: Catherine (business), Robin (grants)

Lunch: Carol, Hank

Meet, eat, greet	10:00-10:15
Agenda review	10:15-10:20
Approve (or not) minutes of Feb 2005 board meeting	10:20-10:25
Political Discussion: 40th Anniversary	10:25-11:15
Grant allocations	11:15-12:45
Lunch	12:45-1:15
Networking, past and future	1:15-1:25
More Grant allocations	1:25-2:15
Review/reflection on grant allocations	2:15-2:25
Committee Business:	
Finance: check in, audit, bequest	2:25-2:40
Fundraising: check in, board fundraising, cheerleader	2:40-3:00
Retreat: check in	3:00-3:05
Grants: Check in	3:05-3:10
Board Dev: Recruiting, Committee assignment update	3:10-3:25
Personnel: Staff reviews	3:25-3:35
EC: Conflict of interest, Haymarket update	3:35-3:50
Communications: Check in	3:50-3:55
TA: Check in	3:55-4:00
Review/reflect/evaluate	4:00-4:15
CLEAN UP	
Adjourn	

Finance Narrative to accompany the Resist Balance Sheet and Board Report (1/1/05- 2/28/06)

Big Picture:

(refer to Balance Sheet- A)

Assets:

Current total assets are approximately \$56,041 less than FY05 year-to-date.

2 Month Income and Expense levels (Month End February 28, 2006) (FY 2006 compared to Budget: refer to Board Report - B):

The current **net loss** is about \$55,439. **Income is down** approximately \$59,775 and **expenses are up** approximately \$15,300 in relation to budgeted amounts. As a result, **net loss** (expenses over income) is approximately \$74,939 more than the budgeted gain of \$19,500 for this period of time.

Revenue:

2006 Y-T-D revenue is *down about \$59,775* in comparison to Y-T-D budget figures (\$49,727 v. \$109,502). This difference in relation to the budget is made up of the following factors:

- Internal Mailing Contributions are down ¹ :	
- Pledge Income is down	(\$12,910)
- Newsletter Income is down	(\$ 6,426)
- ABC Income is down	<u>(\$16,842)</u>
	(\$36,178)
- Prospect Income is down	(\$4,610)
- Special Contributions are down	
Donor Directed contributions are down ²	(\$10,107)
Unsolicited Contributions are down ³	(\$ 8,039)
Matching Grants are up	\$ 630
Stock Contributions are up about	\$ 2,546
Board Fundraising is down ⁴	<u>(\$ 3,085)</u>
	(\$18,055)
- Other Revenue is down	(\$ 184)
- Unrealized Gain (loss) is down	(\$ 715)
<u>Losses: Total:</u>	(\$62,918)
<u>Gains: Total:</u>	\$ 3,176

¹ Internal Mailing Contributions reflect \$5,891 in uncollected pledges for FY06 year-to-date. Between 2003 and 2005 the *Newsletter* lost approximately 250 donors through attrition and removal of deadbeat subscribers.

² Donor Directed contributions are approximately \$205 less than FY05 YTD.

³ Unsolicited Contributions are \$3,050 less than FY05 YTD.

⁴ Board Fundraising includes \$20,000 to be raised by the Board and Advisory Board.

Expenses:

Total expenses 2006 Y-T-D are about \$15,314 *over* budget.

Over-budget amount: **\$20,538**

ABC costs*	\$ 926
Prospect Mailing**	\$12,227
Grants***	\$ 6,865
General and Administrative***	\$ 520

Under-budget amount: **(\$5,225)**

Pledge costs	(\$ 511)
Other fundraising costs	(\$ 81)
Grants Program****	(\$ 669)
Newsletter Costs	(\$ 128)
Web Site / Internet Costs	(\$ 196)
Personnel/Health Insurance*****	(\$ 2,875)
Misc. expenses	(\$ 150)
Board expenses	(\$ 615)

* ABC Costs reflect timing of printing and postage

** Prospect Mailing costs reflect approximately \$12,000 of FY'05 costs that will be adjusted after the audit and reflected as 2005 expenses

*** General and Administrative costs do not currently reflect a number of pre-paid expenses will will be adjusted after the audit and show up as 2006 costs.

**** Grants costs reflect the decision to expend additional dollars in February and conserve during later months

***** Personnel/Health Insurance reflects \$2,200 drop in salary costs.

RESIST, INC.
Profit & Loss Budget Performance
February 2006

	<u>Feb 06</u>	<u>Budget</u>	<u>Feb 05</u>	<u>Jan - Feb 06</u>	<u>YTD Budget</u>	<u>Jan - Feb 05</u>	<u>Annual Budget</u>
Ordinary Income/Expense							
Income							
Internal Mailings	12,051.21	18,500.00	23,995.00	26,721.31	62,900.00	53,822.50	370,000.00
Prospecting	160.00	2,100.00	380.00	2,530.00	7,140.00	1,552.00	42,000.00
Other Revenue	280.00	366.00	0.00	1,060.75	1,245.00	425.00	7,325.00
Special contributions	10,358.88	11,900.00	8,950.00	18,723.35	36,779.00	13,041.28	253,500.00
Investment Income	300.00	165.00	252.62	556.16	553.00	542.35	3,260.00
Unrealized gain (loss)	(126.83)	250.00	468.88	135.34	850.00	590.20	5,000.00
Miscellaneous revenue	0.00		0.00	0.00	10.00	4.00	50.00
Restricted Funds	0.00	12.50	0.00	0.00	25.00	150.00	150.00
Total Income	<u>23,023.26</u>	<u>33,293.50</u>	<u>34,046.50</u>	<u>49,726.91</u>	<u>109,502.00</u>	<u>70,127.33</u>	<u>681,285.00</u>
Expense							
Internal Mailing Costs	1,656.22	858.00	1,299.52	2,073.48	1,658.00	2,000.86	20,000.00
Prospecting Mailing Costs	0.00		11.00	12,227.43		1,217.96	46,700.00
Other Fundraising Costs	14.13	103.00	44.36	87.16	168.00	122.06	1,650.00
Grant	40,500.00	34,150.00	36,103.75	41,215.00	34,350.00	36,603.75	310,000.00
Grants Program	29.03	549.00	186.00	428.57	1,098.00	855.42	6,600.00
Newsletter Costs	624.18	5,351.00	3,007.03	5,323.78	5,452.00	4,283.47	31,200.00
Website & Internet	0.00	167.00	145.90	137.59	334.00	242.80	2,000.00
Personnel	14,372.52	16,445.00	19,763.33	30,015.05	32,890.00	37,753.89	197,334.00
General and Administrative	9,543.73	6,191.00	3,792.16	12,898.45	12,378.00	11,221.61	74,264.00
Misc expenses	129.51	391.00	205.35	632.18	782.00	643.83	4,700.00
Board Expense	270.46	446.00	38.70	277.45	892.00	196.70	5,350.00
Total Expense	<u>67,139.78</u>	<u>64,651.00</u>	<u>64,597.10</u>	<u>105,316.14</u>	<u>90,002.00</u>	<u>95,142.35</u>	<u>699,798.00</u>
Ordinary Income	<u>(44,116.52)</u>	<u>(31,357.50)</u>	<u>(30,550.60)</u>	<u>(55,589.23)</u>	<u>19,500.00</u>	<u>(25,015.02)</u>	<u>(18,513.00)</u>
Other Income/Expense							
Other Expense							
Suspense	0.00		727.60	(150.00)		727.60	
Total Other Expense	<u>0.00</u>		<u>727.60</u>	<u>(150.00)</u>		<u>727.60</u>	
Net Other Income	<u>0.00</u>		<u>(727.60)</u>	<u>150.00</u>		<u>(727.60)</u>	
Net Income	<u>(44,116.52)</u>	<u>(31,357.50)</u>	<u>(31,278.20)</u>	<u>(55,439.23)</u>	<u>19,500.00</u>	<u>(25,742.62)</u>	<u>(18,513.00)</u>

RESIST, INC.
Balance Sheet Prev Year Comparison
As of February 28, 2006

A

	<u>Feb 28, 06</u>	<u>Feb 28, 05</u>
ASSETS		
Current Assets		
Checking/Savings		
Wainwright Bank Checking	90,979.01	122,779.70
Petty cash	50.00	50.00
Total Checking/Savings	<u>91,029.01</u>	<u>122,829.70</u>
Accounts Receivable		
Accounts receivable	0.00	477.79
Total Accounts Receivable	<u>0.00</u>	<u>477.79</u>
Other Current Assets		
Investments	138,341.71	165,768.60
Inventory T-shirts	4,802.62	443.34
Prepaid expenses	1,993.00	2,687.61
Total Other Current Assets	<u>145,137.33</u>	<u>168,899.55</u>
Total Current Assets	<u>236,166.34</u>	<u>292,207.04</u>
Fixed Assets		
Leasehold improvements	15,064.68	15,064.68
Accum depr leasehold imp	(9,430.51)	(9,430.51)
Furniture, fixtures, & equip	16,310.03	16,310.03
Accum depr of furn & fix	<u>(13,717.00)</u>	<u>(13,717.00)</u>
Total Fixed Assets	<u>8,227.20</u>	<u>8,227.20</u>
Other Assets		
Deposits	2,230.00	2,230.00
Total Other Assets	<u>2,230.00</u>	<u>2,230.00</u>
TOTAL ASSETS	<u><u>246,623.54</u></u>	<u><u>302,664.24</u></u>
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Accounts Payable		
Accounts payable	5,646.07	834.75
Grants payable	54,000.00	54,000.00
Total Accounts Payable	<u>59,646.07</u>	<u>54,834.75</u>
Credit Cards		
Wainwright credit card	8.37	(197.13)
Total Credit Cards	<u>8.37</u>	<u>(197.13)</u>
Other Current Liabilities		
Payroll Liabilities	3,327.96	3,855.41
Accrued payroll and taxes	13,448.35	13,488.59
Security deposits held	1,750.00	1,750.00
Total Other Current Liabilities	<u>18,526.31</u>	<u>19,094.00</u>
Total Current Liabilities	<u>78,180.75</u>	<u>73,731.62</u>
Total Liabilities	<u>78,180.75</u>	<u>73,731.62</u>
Equity		
Fund balance general	223,882.02	254,675.24
Net Income	(55,439.23)	(25,742.62)
Total Equity	<u>168,442.79</u>	<u>228,932.62</u>
TOTAL LIABILITIES & EQUITY	<u><u>246,623.54</u></u>	<u><u>302,664.24</u></u>

RESIST, INC.
Balance Sheet Prev Year Comparison
As of February 28, 2006

	<u>Feb 28, 06</u>	<u>Feb 28, 05</u>
ASSETS		
Current Assets		
Checking/Savings		
Wainwright Bank Checking	90,979.01	122,779.70
Petty cash	50.00	50.00
Total Checking/Savings	<u>91,029.01</u>	<u>122,829.70</u>
Accounts Receivable		
Accounts receivable	0.00	477.79
Total Accounts Receivable	<u>0.00</u>	<u>477.79</u>
Other Current Assets		
Investments		
0307 Resist Endowment		
NB Socially Responsive	17,606.89	16,484.85
Calvert Social Investment	66,414.11	64,120.40
Schwab Endowment	73.09	2,066.41
Total 0307 Resist Endowment	<u>84,094.09</u>	<u>82,671.66</u>
0308 Operating Fund		
Cash & Money Market Funds	1,401.05	1,393.61
Total 0308 Operating Fund	<u>1,401.05</u>	<u>1,393.61</u>
0309 Loan Fund	12,263.74	14,201.94
0310 Investment Fund		
NB Socially Responsive	525.61	0.00
Women's Equity Mutual Fund	4,189.69	19,064.42
Calvert Social Investment Fund	4,485.42	17,076.92
Cash & Money Market Fund	819.76	2,027.37
Total 0310 Investment Fund	<u>10,020.48</u>	<u>38,168.71</u>
0311 Holmes Memorial		
Domini Social Equity Fund	7,853.34	7,279.44
Cash & Money Market Funds	7,598.01	7,400.92
Total 0311 Holmes Memorial	<u>15,451.35</u>	<u>14,680.36</u>
0313 Cohen Memorial		
Cash & Money Market Funds	7.03	7.03
Domini Social Equity Fund	9,714.98	9,521.86
Total 0313 Cohen Memorial	<u>9,722.01</u>	<u>9,528.89</u>
Calvert Social Inv Balanced	5,388.99	5,123.43
Total Investments	<u>138,341.71</u>	<u>165,768.60</u>
Inventory T-shirts	4,802.62	443.34
Prepaid expenses		
Liability Insurance	1,297.90	1,297.82
Other	0.00	54.00
Postage	742.08	1,025.32
Property Insurance	108.20	612.42
Worker's Comp	225.90	79.13
Prepaid expenses - Other	(381.08)	(381.08)
Total Prepaid expenses	<u>1,993.00</u>	<u>2,687.61</u>
Total Other Current Assets	<u>145,137.33</u>	<u>168,899.55</u>
Total Current Assets	<u>236,166.34</u>	<u>292,207.04</u>

RESIST, INC.
Balance Sheet Prev Year Comparison
As of February 28, 2006

	<u>Feb 28, 06</u>	<u>Feb 28, 05</u>
Fixed Assets		
Leasehold improvements	15,064.68	15,064.68
Accum depr leasehold imp	(9,430.51)	(9,430.51)
Furniture, fixtures, & equip	16,310.03	16,310.03
Accum depr of furn & fix	(13,717.00)	(13,717.00)
Total Fixed Assets	<u>8,227.20</u>	<u>8,227.20</u>
Other Assets		
Deposits	2,230.00	2,230.00
Total Other Assets	<u>2,230.00</u>	<u>2,230.00</u>
TOTAL ASSETS	<u><u>246,623.54</u></u>	<u><u>302,664.24</u></u>
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Accounts Payable		
Accounts payable	5,646.07	834.75
Grants payable	54,000.00	54,000.00
Total Accounts Payable	<u>59,646.07</u>	<u>54,834.75</u>
Credit Cards		
Wainwright credit card	8.37	(197.13)
Total Credit Cards	<u>8.37</u>	<u>(197.13)</u>
Other Current Liabilities		
Payroll Liabilities		
FICA withheld	696.55	760.78
Medicare withheld	162.89	177.92
Federal withholding	936.00	1,422.00
MA withholding	466.08	544.39
403 (b) deferred comp	617.08	514.88
403(b) defined	449.36	435.44
Total Payroll Liabilities	<u>3,327.96</u>	<u>3,855.41</u>
Accrued payroll and taxes		
403 (b) employer match	449.36	435.44
FICA ER	696.55	760.78
Medicare ER	162.89	177.92
MA unemployment	613.39	588.29
Accrued paid leave	11,526.16	11,526.16
Total Accrued payroll and taxes	<u>13,448.35</u>	<u>13,488.59</u>
Security deposits held	1,750.00	1,750.00
Total Other Current Liabilities	<u>18,526.31</u>	<u>19,094.00</u>
Total Current Liabilities	<u>78,180.75</u>	<u>73,731.62</u>
Total Liabilities	78,180.75	73,731.62
Equity		
Fund balance general	223,882.02	254,675.24
Net Income	(55,439.23)	(25,742.62)
Total Equity	<u>168,442.79</u>	<u>228,932.62</u>
TOTAL LIABILITIES & EQUITY	<u><u>246,623.54</u></u>	<u><u>302,664.24</u></u>

RESIST, INC.
Profit & Loss Budget Performance
February 2006

B

	<u>Feb 06</u>	<u>Budget</u>	<u>Feb 05</u>	<u>Jan - Feb 06</u>	<u>YTD Budget</u>	<u>Jan - Feb 05</u>	<u>Annual Budget</u>
Ordinary Income/Expense							
Income							
Internal Mailings	12,051.21	18,500.00	23,995.00	26,721.31	62,900.00	53,822.50	370,000.00
Prospecting	160.00	2,100.00	380.00	2,530.00	7,140.00	1,552.00	42,000.00
Other Revenue	280.00	366.00	0.00	1,060.75	1,245.00	425.00	7,325.00
Special contributions	10,358.88	11,900.00	8,950.00	18,723.35	36,779.00	13,041.28	253,500.00
Investment Income	300.00	165.00	252.62	556.16	553.00	542.35	3,260.00
Unrealized gain (loss)	(126.83)	250.00	468.88	135.34	850.00	590.20	5,000.00
Miscellaneous revenue	0.00		0.00	0.00	10.00	4.00	50.00
Restricted Funds	0.00	12.50	0.00	0.00	25.00	150.00	150.00
Total Income	<u>23,023.26</u>	<u>33,293.50</u>	<u>34,046.50</u>	<u>49,726.91</u>	<u>109,502.00</u>	<u>70,127.33</u>	<u>681,285.00</u>
Expense							
Internal Mailing Costs	1,656.22	858.00	1,299.52	2,073.48	1,658.00	2,000.86	20,000.00
Prospecting Mailing Costs	0.00		11.00	12,227.43		1,217.96	46,700.00
Other Fundraising Costs	14.13	103.00	44.36	87.16	168.00	122.06	1,650.00
Grant	40,500.00	34,150.00	36,103.75	41,215.00	34,350.00	36,603.75	310,000.00
Grants Program	29.03	549.00	186.00	428.57	1,098.00	855.42	6,600.00
Newsletter Costs	624.18	5,351.00	3,007.03	5,323.78	5,452.00	4,283.47	31,200.00
Website & Internet	0.00	167.00	145.90	137.59	334.00	242.80	2,000.00
Personnel	14,372.52	16,445.00	19,763.33	30,015.05	32,890.00	37,753.89	197,334.00
General and Administrative	9,543.73	6,191.00	3,792.16	12,898.45	12,378.00	11,221.61	74,264.00
Misc expenses	129.51	391.00	205.35	632.18	782.00	643.83	4,700.00
Board Expense	270.46	446.00	38.70	277.45	892.00	196.70	5,350.00
Total Expense	<u>67,139.78</u>	<u>64,651.00</u>	<u>64,597.10</u>	<u>105,316.14</u>	<u>90,002.00</u>	<u>95,142.35</u>	<u>699,798.00</u>
Ordinary Income	(44,116.52)	(31,357.50)	(30,550.60)	(55,589.23)	19,500.00	(25,015.02)	(18,513.00)
Other Income/Expense							
Other Expense							
Suspense	0.00		727.60	(150.00)		727.60	
Total Other Expense	<u>0.00</u>		<u>727.60</u>	<u>(150.00)</u>		<u>727.60</u>	
Net Other Income	<u>0.00</u>		<u>(727.60)</u>	<u>150.00</u>		<u>(727.60)</u>	
Net Income	<u>(44,116.52)</u>	<u>(31,357.50)</u>	<u>(31,278.20)</u>	<u>(55,439.23)</u>	<u>19,500.00</u>	<u>(25,742.62)</u>	<u>(18,513.00)</u>

RESIST, INC.
Profit & Loss Budget Performance
February 2006

Ordinary Income/Expense
Income

	Feb 06	Feb 06 Budget	Feb 05	Jan - Feb 06	2006 YTD Budget	Jan - Feb 05	2006 Annual Budget
Internal Mailings							
Pledges	7,733.71	7,750.00	12,252.50	13,439.81	26,350.00	20,720.50	155,000.00
Newsletter	2,948.50	3,250.00	10,316.50	4,623.50	11,050.00	15,703.50	65,000.00
ABC/House mailings	1,369.00	7,500.00	1,426.00	8,658.00	25,500.00	17,398.50	150,000.00
Total Internal Mailings	<u>12,051.21</u>	<u>18,500.00</u>	<u>23,995.00</u>	<u>26,721.31</u>	<u>62,900.00</u>	<u>53,822.50</u>	<u>370,000.00</u>
Prospecting	160.00	2,100.00	380.00	2,530.00	7,140.00	1,552.00	42,000.00
Other Revenue							
Fiscal sponsorship fees	0.00	11.00		71.50	38.00	21.25	225.00
List Sales - other	0.00	25.00		0.00	85.00		500.00
Royalties	0.00	40.00		0.00	136.00		800.00
T-shirt sales	280.00	40.00	0.00	310.00	136.00		800.00
NWTRCC	0.00	250.00	0.00	679.25	850.00	403.75	5,000.00
Total Other Revenue	<u>280.00</u>	<u>366.00</u>	<u>0.00</u>	<u>1,060.75</u>	<u>1,245.00</u>	<u>425.00</u>	<u>7,325.00</u>
Special contributions							
Board Fundraising	200.00	1,025.00	0.00	400.00	3,485.00	100.00	20,500.00
Donor Directed Grants	1,171.18	8,954.00	5,250.00	8,335.65	18,443.00	8,541.28	100,000.00
Matching Grants	800.00	50.00	200.00	800.00	170.00	250.00	1,000.00
Unsolicited	100.00	1,502.00	3,500.00	1,100.00	9,139.00	4,150.00	100,000.00
Stocks	8,087.70	369.00	0.00	8,087.70	5,542.00	0.00	32,000.00
Total Special contributions	<u>10,358.88</u>	<u>11,900.00</u>	<u>8,950.00</u>	<u>18,723.35</u>	<u>36,779.00</u>	<u>13,041.28</u>	<u>253,500.00</u>
Investment Income							
Bank Interest	10.20	6.00	26.18	21.42	16.00	30.89	110.00
Calvert Balanced	0.00	3.00	159.80	0.00	9.00	312.30	50.00
Domini Social Investment	0.00	5.00		0.00	17.00		100.00
Calvert Bond	233.06	125.00		438.77	425.00		2,500.00
Schwab One Accounts	41.00	8.00	24.08	66.34	26.00	40.45	150.00
Dividends and interest	15.74	18.00	42.56	29.63	60.00	158.71	350.00
Total Investment Income	<u>300.00</u>	<u>165.00</u>	<u>252.62</u>	<u>556.16</u>	<u>553.00</u>	<u>542.35</u>	<u>3,260.00</u>
Unrealized gain (loss)							
Womens Equity Fund	6.01		183.14	58.10		(210.60)	
Domini Social Investment	58.66	25.00	27.86	219.54	85.00	526.84	500.00
Calvert Balanced	(5.64)	25.00	(31.96)	(25.43)	85.00	84.76	500.00
Neuberger Berman	(102.32)	25.00	409.84	259.71	85.00	(129.03)	500.00
Calvert Bond	(83.54)	175.00	(120.00)	(376.58)	595.00	318.23	3,500.00
Total Unrealized gain (loss)	<u>(126.83)</u>	<u>250.00</u>	<u>468.88</u>	<u>135.34</u>	<u>850.00</u>	<u>590.20</u>	<u>5,000.00</u>
Miscellaneous revenue	0.00		0.00	0.00	10.00	4.00	50.00
Restricted Funds	0.00	12.50	0.00	0.00	25.00	150.00	150.00
Total Income	<u>23,023.26</u>	<u>33,293.50</u>	<u>34,046.50</u>	<u>49,726.91</u>	<u>109,502.00</u>	<u>70,127.33</u>	<u>681,285.00</u>

RESIST, INC.
Profit & Loss Budget Performance
February 2006

	Feb 06	Feb 06 Budget	Feb 05	Jan - Feb 06	2006 YTD Budget	Jan - Feb 05	2006 Annual Budget
Expense							
Internal Mailing Costs							
Pledge program							
Printing	205.52		65.00	241.22	500.00	631.12	3,000.00
Postage	0.00		393.08	131.17	300.00	515.08	1,800.00
Mailhouse	0.00	333.00	240.20	250.00	333.00	240.20	2,000.00
Total Pledge program	205.52	333.00	698.28	622.39	1,133.00	1,386.40	6,800.00
ABC/House mailings							
Consultant	0.00			0.00			2,500.00
Printing	653.92		0.00	653.92		12.25	4,000.00
Postage	796.78	525.00	601.24	797.17	525.00	602.21	4,200.00
Mailhouse	0.00		0.00	0.00		0.00	2,500.00
Total ABC/House mailings	1,450.70	525.00	601.24	1,451.09	525.00	614.46	13,200.00
Total Internal Mailing Costs	1,656.22	858.00	1,299.52	2,073.48	1,658.00	2,000.86	20,000.00
Prospecting Mailing Costs							
Printing	0.00		0.00	6,351.93		1,403.41	16,000.00
Postage	0.00		11.00	36.28		(185.45)	11,000.00
Mailhouse	0.00		0.00	2,689.22		0.00	5,100.00
Consultants	0.00		0.00	2,950.00		0.00	7,500.00
Photos and graphics	0.00		0.00	200.00		0.00	100.00
List rentals	0.00		0.00	0.00		0.00	7,000.00
Total Prospecting Mailing Costs	0.00		11.00	12,227.43		1,217.96	46,700.00
Other Fundraising Costs							
Thank you cards							
Printing	0.00			0.00			350.00
Postage	14.13	65.00	44.36	87.16	130.00	122.06	1,000.00
Purchase	0.00		0.00	0.00		0.00	25.00
Total Thank you cards	14.13	65.00	44.36	87.16	130.00	122.06	1,375.00
Other							
Misc costs	0.00			0.00			25.00
Promo T-shirts	0.00	28.00		0.00	28.00		150.00
Other - Other	0.00	10.00		0.00	10.00		100.00
Total Other	0.00	38.00		0.00	38.00		275.00
Total Other Fundraising Costs	14.13	103.00	44.36	87.16	168.00	122.06	1,650.00
Grant							
Regular grants	34,500.00	30,050.00	29,700.00	34,500.00	30,050.00	29,700.00	261,000.00
Multi-year grants	6,000.00	3,000.00	6,000.00	6,000.00	3,000.00	6,000.00	33,000.00
Technical Assistance Grant	0.00	500.00	0.00	0.00	500.00	500.00	8,000.00
Salzman grants	0.00			0.00			3,000.00
NWTRCC donor directed grants	0.00	600.00	403.75	715.00	800.00	403.75	5,000.00
Total Grant	40,500.00	34,150.00	36,103.75	41,215.00	34,350.00	36,725.81	310,000.00
Grants Program							
Library	0.00	8.00		0.00	16.00		100.00
Printing	0.00	208.00	100.00	328.10	416.00	466.00	2,500.00
Postage	29.03	183.00	69.26	100.47	366.00	156.02	2,200.00
Membership dues - organization	0.00	150.00	16.74	0.00	300.00	233.40	1,800.00
Total Grants Program	29.03	549.00	186.00	428.57	1,098.00	855.42	6,600.00

RESIST, INC.
Profit & Loss Budget Performance
February 2006

	Feb 06	Feb 06 Budget	Feb 05	Jan - Feb 06	2006 YTD Budget	Jan - Feb 05	2006 Annual Budget
Newsletter Costs							
Printing	616.56	2,750.00	2,335.00	3,312.56	2,750.00	2,670.44	16,000.00
Postage	7.62	1,500.00	58.32	1,297.59	1,500.00	999.32	8,000.00
Mailhouse	0.00	1,000.00	613.71	713.63	1,000.00	613.71	6,000.00
Consultants	0.00	42.00		0.00	84.00		500.00
Photos and graphics	0.00	42.00		0.00	84.00		500.00
Newsletter Costs - Other	0.00	17.00		0.00	34.00		200.00
Total Newsletter Costs	624.18	5,351.00	3,007.03	5,323.78	5,452.00	4,283.47	31,200.00
Website & Internet	0.00	167.00	145.90	137.59	334.00	242.80	2,000.00
Personnel							
Employee Salaries	11,234.48	12,334.00	12,270.88	22,468.96	24,668.00	25,464.72	148,011.00
Payroll taxes	1,166.13	1,073.00	1,239.35	2,332.27	2,146.00	2,572.05	12,877.00
Pension plan match	449.36	493.00	435.44	898.72	986.00	870.88	5,920.00
Health insurance	1,472.35	2,328.00	5,771.66	4,214.70	4,656.00	8,777.49	27,932.00
Workers compensation	50.20	50.00	46.00	100.40	100.00	68.75	594.00
Staff development	0.00	167.00	0.00	0.00	334.00	0.00	2,000.00
Total Personnel	14,372.52	16,445.00	19,763.33	30,015.05	32,890.00	37,753.89	197,334.00
General and Administrative							
Supplies	85.92	208.00	325.68	332.65	416.00	854.26	2,500.00
Printing & copying	82.88	125.00		82.88	250.00		1,500.00
Books, subscriptions, reference	242.00	125.00		242.00	250.00		1,500.00
Dues and fees	0.00	17.00		0.00	30.00		200.00
Telephone	221.58	267.00	618.09	549.60	534.00	648.09	3,200.00
Minor office equipment	0.00	125.00		0.00	250.00		1,500.00
Postage, shipping, delivery							
Meter Rental	0.00	38.00		0.00	76.00		450.00
UPS	0.00	9.00		0.00	18.00		100.00
US Post Office	68.20	133.00	9.15	130.53	266.00	27.30	1,600.00
Postage due/BRE envelopes	0.00	225.00	0.00	0.00	450.00	600.00	2,700.00
Total Postage, shipping, delivery	68.20	405.00	9.15	130.53	810.00	627.30	4,850.00
Professional Fees							
Temporary help	532.50	459.00		532.50	918.00		5,500.00
Accounting	4,225.00	1,041.00	400.00	4,625.00	2,082.00	800.00	12,500.00
Consultants	0.00	125.00		0.00	250.00		1,500.00
Brokerage fees	0.00	50.00		0.00	100.00		600.00
Total Professional Fees	4,757.50	1,675.00	400.00	5,157.50	3,350.00	800.00	20,100.00
Equip rental & maintenance	0.00	125.00	36.00	10.87	250.00	54.00	1,500.00
Insurance							
Liability	801.12	167.00	0.00	801.12	334.00	855.22	2,000.00
Director and officers	185.42	185.00	185.42	370.84	370.00	370.84	2,225.00
Computer	7.42	7.00		14.84	14.00		89.00
Property	892.58	84.00	47.58	940.16	168.00	95.20	1,000.00
Total Insurance	1,886.54	443.00	233.00	2,126.96	886.00	1,321.26	5,314.00
Advertising and Outreach							
Advertising	0.00	125.00	250.00	0.00	250.00	600.00	1,500.00
Brochure	0.00	83.00		0.00	166.00		1,000.00
Total Advertising and Outreach	0.00	208.00	250.00	0.00	416.00	600.00	2,500.00
Occupancy expenses							
Rent	3,262.50	3,263.00	2,835.42	6,220.83	6,526.00	8,506.26	39,150.00
Repairs and maintenance	0.00	50.00		0.00	100.00		600.00
Utilities	164.91	292.00	255.41	496.23	584.00	255.41	3,500.00
Real estate taxes	0.00	67.00		0.00	134.00		800.00
Sub lease (rent)	(1,228.30)	(1,350.00)	(1,179.17)	(2,456.60)	(2,700.00)	(2,358.36)	(16,200.00)
Sub lease (utilities)	0.00	(117.00)	(49.91)	0.00	(234.00)	(145.10)	(1,400.00)
Total Occupancy expenses	2,199.11	2,205.00	1,861.75	4,260.46	4,410.00	6,258.21	26,450.00

RESIST, INC.
Profit & Loss Budget Performance
February 2006

	Feb 06	Feb 06 Budget	Feb 05	Jan - Feb 06	2006 YTD Budget	Jan - Feb 05	2006 Annual Budget
Travel & meetings expenses							
Conference, convention, meeting	0.00	63.00		0.00	126.00		750.00
Meals, food	0.00	50.00	58.49	0.00	100.00		600.00
Travel	0.00	150.00		5.00	300.00	58.49	1,800.00
Total Travel & meetings expenses	<u>0.00</u>	<u>263.00</u>	<u>58.49</u>	<u>5.00</u>	<u>526.00</u>	<u>58.49</u>	<u>3,150.00</u>
Total General and Administrative	9,543.73	6,191.00	3,792.16	12,898.45	12,378.00	11,221.61	74,264.00
Misc expenses							
Depreciation & amortization exp	0.00	200.00		0.00	400.00		2,400.00
Bank & credit card fees	129.51	167.00	173.91	582.37	334.00	612.39	2,000.00
Interest Expense							
Finance Charges	0.00	4.00	2.44	13.81	8.00	2.44	50.00
Late Fees	0.00	8.00	29.00	36.00	16.00	29.00	100.00
Total Interest Expense	<u>0.00</u>	<u>12.00</u>	<u>31.44</u>	<u>49.81</u>	<u>24.00</u>	<u>31.44</u>	<u>150.00</u>
Taxes	0.00	4.00		0.00	8.00		50.00
Misc expenses - Other	0.00	8.00		0.00	16.00		100.00
Total Misc expenses	<u>129.51</u>	<u>391.00</u>	<u>205.35</u>	<u>632.18</u>	<u>782.00</u>	<u>643.83</u>	<u>4,700.00</u>
Board Expense							
Copying	0.00	20.00	19.76	0.00	40.00	29.76	250.00
Postage	0.00	17.00	2.26	0.99	34.00	2.26	200.00
Travel	212.00	209.00	0.00	212.00	418.00	148.00	2,500.00
Food	58.46	67.00	16.68	64.46	134.00	16.68	800.00
Outreach	0.00	8.00		0.00	16.00		100.00
Other	0.00	125.00	0.00	0.00	250.00	0.00	1,500.00
Total Board Expense	<u>270.46</u>	<u>446.00</u>	<u>38.70</u>	<u>277.45</u>	<u>892.00</u>	<u>196.70</u>	<u>5,350.00</u>
Total Expense	<u>67,139.78</u>	<u>64,651.00</u>	<u>64,597.10</u>	<u>105,316.14</u>	<u>90,002.00</u>	<u>95,142.35</u>	<u>699,798.00</u>
Net Ordinary Income	(44,116.52)	(31,357.50)	(30,550.60)	(55,589.23)	19,500.00	(25,015.02)	(18,513.00)
Other Income/Expense							
Other Expense							
Suspense	0.00		727.60	(150.00)		727.60	
Total Other Expense	<u>0.00</u>		<u>727.60</u>	<u>(150.00)</u>		<u>727.60</u>	
Net Other Income	<u>0.00</u>		<u>(727.60)</u>	<u>150.00</u>		<u>(727.60)</u>	
Net Income	<u>(44,116.52)</u>	<u>(31,357.50)</u>	<u>(31,278.20)</u>	<u>(55,439.23)</u>	<u>19,500.00</u>	<u>(25,742.62)</u>	<u>(18,513.00)</u>

**Finance Committee Mtg.
March 29, 2006**

Present: Robin Carton, Becca Howes-Mischel, Catherine Joseph, Yafreisy Mejia (minutes), Wenda Tai

1. Review of 2005 Financial Statements

See Narrative Attached

There needs to be a 2-3 year comparison of data in a number of categories- rather than a two year comparison.

In terms of revenue, the trend in the industry is that direct mail contributions are coming down. In order to deal with this, Carol is trying to diversify the funding base. She will submit two foundation grants: one to Public Welfare and one to Soros.

Once the audit is complete there will be about \$12,000 in prospect mailing expenses that will be re-allocated to FY05. There will also be pre-paid expenses (like insurance) that will be re-allocated to FY06.

It is time to begin work on the three year financial plan and do more detailed analyses of income categories. The Committee asked Carol for her insight on the changes in revenue and projections for the future.

The Committee will meet in April to begin the planning process. By that time the revenue calculations for the December and March appeals should be more finalized. Robin will send the adjusted year ends for FY05 after Sue Byors comes in and Wenda will incorporate that in to her analysis.

2. Update on Audit preparation

The audit went fairly smoothly. Robin has reviewed the first draft of the financial statements and sent it out to the Committee for review as well. With all good luck, the audit, 990s and NY Charitable filing will be finished in two weeks.

3. Phillip Schliemer Bequest

There is about \$300,000 in a Schwab account held by the Estate of Phillip Schliemer. \$200,000 should be transferred to the Resist Schwab account by May. The rest involves real property that needs to be liquidated.

Donna Colahan at Morgan Stanley is willing to become Resist's financial advisor. She would like to meet with the Committee to understand the investment goals and strategies.

4. 3 year financial plan - preparatory thoughts

The meeting will occur on May 2nd from 5 – 7 pm. Light dinner will be provided.

5. Review of FY06 Budget

The Committee decided to hold off on a review of the FY '06 budget until there were numbers from the finalized audit.

6. Joint Meeting with Fundraising Committee

The Committee would like to meet with Fundraising to plan for the future.

Issues To Check In On

6. Board Fundraising:

7. Board Training

The financial training for the Board, including basic skill building, is still on the table.

8. Sale of Stocks

To sell all under-performing mutual funds in the Cohen and Holmes accounts and re-invest them.

Finance Narrative to accompany the Resist Balance Sheet and Board Report (1/1/05- 2/28/06)

Big Picture:

(refer to Balance Sheet- A)

Assets:

Current total assets are approximately \$56,041 less than FY05 year-to-date.

2 Month Income and Expense levels (Month End February 28, 2006) (FY 2006 compared to Budget: refer to Board Report - B):

The current **net loss** is about \$55,439. **Income is down** approximately **\$59,775** and **expenses are up** approximately **\$15,300** in relation to budgeted amounts. As a result, **net loss** (expenses over income) is approximately **\$74,939** more than the budgeted gain of \$19,500 for this period of time.

Revenue:

2006 Y-T-D revenue is *down about \$59,775* in comparison to Y-T-D budget figures (\$49,727 v. \$109,502). This difference in relation to the budget is made up of the following factors:

- Internal Mailing Contributions are down ¹ :	
- Pledge Income is down	(\$12,910)
- Newsletter Income is down	(\$ 6,426)
- ABC Income is down	<u>(\$16,842)</u>
	(\$36,178)
 - Prospect Income is down	 (\$4,610)
 - Special Contributions are down	
Donor Directed contributions are down ²	(\$10,107)
Unsolicited Contributions are down ³	(\$ 8,039)
Matching Grants are up	\$ 630
Stock Contributions are up about	\$ 2,546
Board Fundraising is down ⁴	<u>(\$ 3,085)</u>
	(\$18,055)
 - Other Revenue is down	 (\$ 184)
- Unrealized Gain (loss) is down	(\$ 715)
 <u>Losses: Total:</u>	 (\$62,918)
<u>Gains: Total:</u>	\$ 3,176

¹ Internal Mailing Contributions reflect \$5,891 in uncollected pledges for FY06 year-to-date. Between 2003 and 2005 the *Newsletter* lost approximately 250 donors through attrition and removal of deadbeat subscribers.

² Donor Directed contributions are approximately \$205 less than FY05 YTD.

³ Unsolicited Contributions are \$3,050 less than FY05 YTD.

⁴ Board Fundraising includes \$20,000 to be raised by the Board and Advisory Board.

Expenses:

Total expenses 2006 Y-T-D are about \$15,314 *over* budget.

Over-budget amount: **\$20,538**

ABC costs*	\$	926	
Prospect Mailing**	\$12,227		
Grants***			\$ 6,865
General and Administrative***			\$ 520

Under-budget amount: **(\$5,225)**

Pledge costs	(\$	511)
Other fundraising costs	(\$	81)
Grants Program****	(\$	669)
Newsletter Costs	(\$	128)
Web Site / Internet Costs	(\$	196)
Personnel/Health Insurance*****	(\$	2,875)
Misc. expenses	(\$	150)
Board expenses	(\$	615)

* ABC Costs reflect timing of printing and postage

** Prospect Mailing costs reflect approximately \$12,000 of FY'05 costs that will be adjusted after the audit and reflected as 2005 expenses

*** General and Administrative costs do not currently reflect a number of pre-paid expenses will will be adjusted after the audit and show up as 2006 costs.

**** Grants costs reflect the decision to expend additional dollars in February and conserve during later months

***** Personnel/Health Insurance reflects \$2,200 drop in salary costs.

Finance Narrative to accompany the Resist Balance Sheet and Board Report (1/1/05- 3/31/06)

Big Picture:

(refer to Balance Sheet- A)

Assets:

Current total assets are approximately \$63,312 less than FY05 year-to-date.

2 Month Income and Expense levels (Month End March 31, 2006)

(FY 2006 compared to Budget: refer to Board Report - B):

The current **net loss** is about \$49,592. **Income is down** approximately \$66,679 and **expenses are up** approximately \$19,702 in relation to budgeted amounts. As a result, **net loss** (expenses over income) is approximately \$86,381 more than the budgeted gain of \$36,788 for this period of time.

Revenue:

2006 Y-T-D revenue is *down about \$66,679* in comparison to Y-T-D budget figures (\$92,621 v. \$159,300). This difference in relation to the budget is made up of the following factors:

- Internal Mailing Contributions are down ¹ :		
- Pledge Income is down	(\$12,743)	
- Newsletter Income is down	(\$ 8,933)	
- ABC Income is down	<u>(\$10,445)</u>	
		(\$32,121)
- Prospect Income is down		(\$6,965)
- Special Contributions are down		
Donor Directed contributions are down ²	(\$12,579)	
Unsolicited Contributions are down ³	(\$ 8,886)	
Matching Grants are up	\$ 595	
Stock Contributions are down about	(\$ 1,842)	
Board Fundraising is down ⁴	<u>(\$ 4,520)</u>	
		(\$27,232)
- Other Revenue is up		\$ 571
- Unrealized Gain (loss) is down		(\$ 922)
<u>Losses: Total:</u>	(\$67,240)	
<u>Gains: Total:</u>	\$ 571	

¹ Internal Mailing Contributions reflect \$5,779 in uncollected pledges for FY06 year-to-date. Between 2003 and 2005 the *Newsletter* lost approximately 250 donors through attrition and removal of deadbeat subscribers. *Newsletter* income is down approximately \$11,310 from FY05 YTD.

² Donor Directed contributions are approximately \$309 more than FY05 YTD.

³ Unsolicited Contributions are \$7,030 more than FY05 YTD.

⁴ Board Fundraising includes \$20,000 to be raised by the Board and Advisory Board.

Expenses:

Total expenses 2006 Y-T-D are about \$19,702 *over* budget.

Over-budget amount: **\$26,696**

Pledge costs	\$ 743
Prospect Mailing**	\$14,764
Grants***	\$ 6,710
General and Administrative***	\$ 4,479

Under-budget amount: **(\$6,993)**

ABC costs*	(\$ 1,237)
Other fundraising costs	(\$ 219)
Grants Program****	(\$ 770)
Newsletter Costs	(\$ 379)
Web Site / Internet Costs	(\$ 268)
Personnel/Health Insurance*****	(\$ 2,645)
Misc. expenses	(\$ 414)
Board expenses	(\$ 1,061)

* ABC Costs reflect timing of printing and postage

** Prospect Mailing costs reflect timing of printing and postage

*** General and Administrative costs reflect timing of accounting fees, Sage subscription and liability insurance increases.

**** Grants costs reflect the decision to expend additional dollars in February and conserve during later months

***** Personnel/Health Insurance reflects \$2,200 drop in health insurance costs.

RESIST, INC.
Balance Sheet
As of March 31, 2006

	<u>Mar 31, 06</u>	<u>Mar 31, 05</u>
ASSETS		
Current Assets		
Checking/Savings		
Wainwright Bank Checking	86,380.25	125,428.03
Petty cash	50.00	50.00
Total Checking/Savings	86,430.25	125,478.03
Other Current Assets		
Investments	138,749.24	164,634.88
Inventory T-shirts	3,904.24	443.34
Prepaid expenses	2,677.97	2,854.13
Total Other Current Assets	145,331.45	167,932.35
Total Current Assets	231,761.70	293,410.38
Fixed Assets		
Leasehold improvements	15,064.68	15,064.68
Accum depr leasehold imp	(10,936.98)	(9,430.51)
Furniture, fixtures, & equip	17,198.34	16,310.03
Accum depr of furn & fix	(14,762.06)	(13,717.00)
Total Fixed Assets	6,563.98	8,227.20
Other Assets		
Deposits	2,230.00	2,230.00
Total Other Assets	2,230.00	2,230.00
TOTAL ASSETS	<u>240,555.68</u>	<u>303,867.58</u>
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Accounts Payable		
Accounts payable	1,651.83	5,293.25
Grants payable	48,000.00	54,000.00
Total Accounts Payable	49,651.83	59,293.25
Credit Cards		
Wainwright credit card	50.31	(197.13)
Total Credit Cards	50.31	(197.13)
Other Current Liabilities		
Payroll Liabilities	4,159.95	4,436.45
Accrued payroll and taxes	12,745.60	14,028.70
Security deposits held	1,750.00	1,750.00
Total Other Current Liabilities	18,655.55	20,215.15
Total Current Liabilities	68,357.69	79,311.27
Total Liabilities	68,357.69	79,311.27
Equity		
Fund balance general	221,640.09	254,675.24
Net Income	(49,442.10)	(30,118.93)
Total Equity	172,197.99	224,556.31
TOTAL LIABILITIES & EQUITY	<u>240,555.68</u>	<u>303,867.58</u>

RESIST, INC.
Balance Sheet
As of March 31, 2006

	<u>Mar 31, 06</u>	<u>Mar 31, 05</u>
ASSETS		
Current Assets		
Checking/Savings		
Wainwright Bank Checking	86,380.25	125,428.03
Petty cash	50.00	50.00
Total Checking/Savings	<u>86,430.25</u>	<u>125,478.03</u>
Other Current Assets		
Investments		
0307 Resist Endowment		
NB Socially Responsive	17,904.92	16,317.88
Calvert Social Investment	66,072.64	64,100.66
Schwab Endowment	73.09	2,067.73
Total 0307 Resist Endowment	<u>84,050.65</u>	<u>82,486.27</u>
0308 Operating Fund		
Cash & Money Market Funds	1,402.29	1,394.27
Total 0308 Operating Fund	<u>1,402.29</u>	<u>1,394.27</u>
0309 Loan Fund	12,299.88	14,221.90
0310 Investment Fund		
NB Socially Responsive	534.51	0.00
Women's Equity Mutual Fund	4,255.82	18,753.09
Calvert Social Investment Fund	4,462.35	17,071.66
Cash & Money Market Fund	820.38	2,028.69
Total 0310 Investment Fund	<u>10,073.06</u>	<u>37,853.44</u>
0311 Holmes Memorial		
Domini Social Equity Fund	7,886.50	7,122.40
Cash & Money Market Funds	7,604.52	7,405.28
Total 0311 Holmes Memorial	<u>15,491.02</u>	<u>14,527.68</u>
0313 Cohen Memorial		
Cash & Money Market Funds	7.03	7.03
Domini Social Equity Fund	10,036.32	9,064.14
Total 0313 Cohen Memorial	<u>10,043.35</u>	<u>9,071.17</u>
Calvert Social Inv Balanced	5,388.99	5,080.15
Total Investments	<u>138,749.24</u>	<u>164,634.88</u>
Inventory T-shirts	3,904.24	443.34
Prepaid expenses		
Liability Insurance	1,112.48	1,112.40
Other	381.08	18.00
Postage	1,336.59	1,506.84
Property Insurance	53.20	564.84
Worker's Comp	175.70	33.13
Prepaid expenses - Other	(381.08)	(381.08)
Total Prepaid expenses	<u>2,677.97</u>	<u>2,854.13</u>
Total Other Current Assets	<u>145,331.45</u>	<u>167,932.35</u>
Total Current Assets	<u>231,761.70</u>	<u>293,410.38</u>

RESIST, INC.
Balance Sheet
As of March 31, 2006

	<u>Mar 31, 06</u>	<u>Mar 31, 05</u>
Fixed Assets		
Leasehold improvements	15,064.68	15,064.68
Accum depr leasehold imp	(10,936.98)	(9,430.51)
Furniture, fixtures, & equip	17,198.34	16,310.03
Accum depr of furn & fix	(14,762.06)	(13,717.00)
Total Fixed Assets	<u>6,563.98</u>	<u>8,227.20</u>
Other Assets		
Deposits	2,230.00	2,230.00
Total Other Assets	<u>2,230.00</u>	<u>2,230.00</u>
TOTAL ASSETS	<u><u>240,555.68</u></u>	<u><u>303,867.58</u></u>
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Accounts Payable		
Accounts payable	1,651.83	5,293.25
Grants payable	48,000.00	54,000.00
Total Accounts Payable	<u>49,651.83</u>	<u>59,293.25</u>
Credit Cards		
Wainwright credit card	50.31	(197.13)
Total Credit Cards	<u>50.31</u>	<u>(197.13)</u>
Other Current Liabilities		
Payroll Liabilities		
FICA withheld	870.67	843.68
Medicare withheld	203.63	197.32
Federal withholding	1,170.00	1,605.00
MA withholding	582.60	602.55
403 (b) deferred comp	771.35	643.60
403(b) defined	561.70	544.30
Total Payroll Liabilities	<u>4,159.95</u>	<u>4,436.45</u>
Accrued payroll and taxes		
403 (b) employer match	561.70	544.30
FICA ER	870.67	843.68
Medicare ER	203.63	197.32
MA unemployment	979.44	917.24
Accrued paid leave	10,130.16	11,526.16
Total Accrued payroll and taxes	<u>12,745.60</u>	<u>14,028.70</u>
Security deposits held	1,750.00	1,750.00
Total Other Current Liabilities	<u>18,655.55</u>	<u>20,215.15</u>
Total Current Liabilities	<u>68,357.69</u>	<u>79,311.27</u>
Total Liabilities	<u>68,357.69</u>	<u>79,311.27</u>
Equity		
Fund balance general	221,640.09	254,675.24
Net Income	(49,442.10)	(30,118.93)
Total Equity	<u>172,197.99</u>	<u>224,556.31</u>
TOTAL LIABILITIES & EQUITY	<u><u>240,555.68</u></u>	<u><u>303,867.58</u></u>

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04/29/06
Accrual Basis

RESIST, INC.
Profit & Loss Budget Performance
March 2006

	<u>Mar 06</u>	<u>Budget</u>	<u>Mar 05</u>	<u>Jan - Mar 06</u>	<u>YTD Budget</u>	<u>Jan - Mar 05</u>	<u>Annual Budget</u>
Ordinary Income/Expense							
Income							
Internal Mailings	29,956.83	25,900.00	24,344.03	56,678.14	88,800.00	78,166.53	370,000.00
Prospecting	585.00	2,940.00	610.00	3,115.00	10,080.00	2,162.00	42,000.00
Other Revenue	1,268.52	513.00	16.00	2,329.27	1,758.00	441.00	7,325.00
Special contributions	10,665.00	19,842.00	14,382.65	29,388.35	56,621.00	27,423.93	253,500.00
Investment Income	273.76	230.00	232.89	829.92	783.00	775.24	3,260.00
Unrealized gain (loss)	142.45	350.00	(1,354.27)	277.79	1,200.00	(764.07)	5,000.00
Miscellaneous revenue	0.00	10.00	0.00	3.00	20.00	4.00	50.00
Restricted Funds	0.00	12.50	0.00	0.00	37.50	150.00	150.00
Total Income	<u>42,891.56</u>	<u>49,797.50</u>	<u>38,231.30</u>	<u>92,621.47</u>	<u>159,299.50</u>	<u>108,358.63</u>	<u>681,285.00</u>
Expense							
Internal Mailing Costs	1,422.66	3,800.00	2,628.20	4,964.01	5,458.00	4,629.06	20,000.00
Prospecting Mailing Costs	18,844.43		7,589.67	14,763.66		8,807.63	46,700.00
Other Fundraising Costs	36.51	175.00	102.53	123.67	343.00	224.59	1,650.00
Grant	95.00	250.00	300.00	41,310.00	34,600.00	36,903.75	310,000.00
Grants Program	448.84	549.00	365.37	877.41	1,647.00	1,220.79	6,600.00
Newsletter Costs	3,559.89	4,099.00	3,875.73	9,171.84	9,551.00	8,159.20	31,200.00
Website & Internet	95.37	167.00	70.02	232.96	501.00	312.82	2,000.00
Personnel	16,549.70	16,446.00	18,216.95	46,690.75	49,336.00	55,970.84	197,334.00
General and Administrative	6,929.55	6,190.00	9,787.19	23,046.76	18,568.00	21,008.80	74,264.00
Misc expenses	122.49	387.00	107.78	754.67	1,169.00	751.61	4,700.00
Board Expense	0.39	447.00	291.77	277.84	1,339.00	488.47	5,350.00
Total Expense	<u>48,104.83</u>	<u>32,510.00</u>	<u>43,335.21</u>	<u>142,213.57</u>	<u>122,512.00</u>	<u>138,477.56</u>	<u>699,798.00</u>
Net Ordinary Income	<u>(5,213.27)</u>	<u>17,287.50</u>	<u>(5,103.91)</u>	<u>(49,592.10)</u>	<u>36,787.50</u>	<u>(30,118.93)</u>	<u>(18,513.00)</u>
Other Income/Expense							
Other Expense							
Suspense	<u>0.00</u>		<u>(727.60)</u>	<u>(150.00)</u>		<u>0.00</u>	
Total Other Expense	<u>0.00</u>		<u>(727.60)</u>	<u>(150.00)</u>		<u>0.00</u>	
Net Other Income	<u>0.00</u>		<u>727.60</u>	<u>150.00</u>		<u>0.00</u>	
Net Income	<u>(5,213.27)</u>	<u>17,287.50</u>	<u>(4,376.31)</u>	<u>(49,442.10)</u>	<u>36,787.50</u>	<u>(30,118.93)</u>	<u>(18,513.00)</u>

RESIST, INC.
Profit & Loss Budget Performance
March 2006

	<u>Mar 06</u>	<u>Budget</u>	<u>Mar 05</u>	<u>Jan - Mar 06</u>	<u>YTD Budget</u>	<u>Jan - Mar 05</u>	<u>Annual Budget</u>
Ordinary Income/Expense							
Income							
Internal Mailings							
Pledges	11,016.98	10,850.00	10,303.50	24,456.79	37,200.00	31,024.00	155,000.00
Newsletter	2,043.00	4,550.00	2,273.00	6,666.50	15,600.00	17,976.50	65,000.00
ABC/House mailings	16,896.85	10,500.00	11,767.53	25,554.85	36,000.00	29,166.03	150,000.00
Total Internal Mailings	29,956.83	25,900.00	24,344.03	56,678.14	88,800.00	78,166.53	370,000.00
Prospecting	585.00	2,940.00	610.00	3,115.00	10,080.00	2,162.00	42,000.00
Other Revenue							
Fiscal sponsorship fees	781.52	16.00	0.00	853.02	54.00	21.25	225.00
List Sales - other	0.00	35.00		0.00	120.00		500.00
Royalties	0.00	56.00		0.00	192.00		800.00
T-shirt sales	392.00	56.00	16.00	702.00	192.00	16.00	800.00
NWTRCC	95.00	350.00	0.00	774.25	1,200.00	403.75	5,000.00
Total Other Revenue	1,268.52	513.00	16.00	2,329.27	1,758.00	441.00	7,325.00
Special contributions							
Board Fundraising	0.00	1,435.00	0.00	400.00	4,920.00	100.00	20,500.00
Donor Directed Grants	550.00	3,022.00	35.54	8,885.65	21,465.00	8,576.82	100,000.00
Matching Grants	35.00	70.00	50.00	835.00	240.00	300.00	1,000.00
Unsolicited	10,080.00	10,927.00	0.00	11,180.00	20,066.00	4,150.00	100,000.00
Stocks	0.00	4,388.00	14,297.11	8,087.70	9,930.00	14,297.11	32,000.00
Total Special contributions	10,665.00	19,842.00	14,382.65	29,388.35	56,621.00	27,423.93	253,500.00
Investment Income							
Bank Interest	8.68	8.00	12.34	30.10	24.00	43.23	110.00
Calvert Balanced	0.00	4.00	155.76	0.00	13.00	468.06	50.00
Domini Social Investment	0.00	7.00		0.00	24.00		100.00
Calvert Bond	206.62	175.00		645.39	600.00		2,500.00
Schwab One Accounts	44.51	11.00	27.62	110.85	37.00	68.07	150.00
Dividends and interest	13.95	25.00	37.17	43.58	85.00	195.88	350.00
Total Investment Income	273.76	230.00	232.89	829.92	783.00	775.24	3,260.00
Unrealized gain (loss)							
Womens Equity Fund	66.13		(311.33)	124.23		(521.93)	
Domini Social Investment	354.50	35.00	(614.76)	574.04	120.00	(87.92)	500.00
Calvert Balanced	(37.02)	35.00	(42.43)	(62.45)	120.00	42.33	500.00
Neuberger Berman	306.93	35.00	(166.97)	566.64	120.00	(296.00)	500.00
Calvert Bond	(548.09)	245.00	(218.78)	(924.67)	840.00	99.45	3,500.00
Total Unrealized gain (loss)	142.45	350.00	(1,354.27)	277.79	1,200.00	(764.07)	5,000.00
Miscellaneous revenue	0.00	10.00	0.00	3.00	20.00	4.00	50.00
Restricted Funds	0.00	12.50	0.00	0.00	37.50	150.00	150.00
Total Income	42,891.56	49,797.50	38,231.30	92,621.47	159,299.50	108,358.63	681,285.00

RESIST, INC.
Profit & Loss Budget Performance
March 2006

Expense

Internal Mailing Costs

Pledge program

Printing	324.00	500.00	580.80	2,055.09	1,000.00	1,211.92	3,000.00
Postage	111.28	300.00	0.00	345.45	600.00	515.08	1,800.00
Mailhouse	150.00		125.00	275.00	333.00	365.20	2,000.00

Total Pledge program	585.28	800.00	705.80	2,675.54	1,933.00	2,092.20	6,800.00
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ABC/House mailings

Consultant	0.00	850.00		0.00	850.00		2,500.00
Printing	680.00	1,000.00	1,686.60	1,333.92	1,000.00	1,698.85	4,000.00
Postage	67.38	525.00	104.00	864.55	1,050.00	706.21	4,200.00
Mailhouse	90.00	625.00	131.80	90.00	625.00	131.80	2,500.00

Total ABC/House mailings	837.38	3,000.00	1,922.40	2,288.47	3,525.00	2,536.86	13,200.00
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Total Internal Mailing Costs	1,422.66	3,800.00	2,628.20	4,964.01	5,458.00	4,629.06	20,000.00
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Prospecting Mailing Costs

Printing	3,381.00		0.00	9,759.41		1,403.41	16,000.00
Postage	6,736.55		7,589.67	6,772.83		7,404.22	11,000.00
Mailhouse	0.00		0.00	2,689.22		0.00	5,100.00
Consultants	4,500.00		0.00	(4,776.80)		0.00	7,500.00
Photos and graphics	119.00			319.00			100.00
List rentals	4,107.88		0.00	0.00		0.00	7,000.00

Total Prospecting Mailing Costs	18,844.43		7,589.67	14,763.66		8,807.63	46,700.00
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Other Fundraising Costs

Thank you cards

Printing	0.00	100.00	55.00	0.00	100.00	55.00	350.00
Postage	36.51	65.00	47.53	123.67	195.00	169.59	1,000.00
Purchase	0.00		0.00	0.00		0.00	25.00

Total Thank you cards	36.51	165.00	102.53	123.67	295.00	224.59	1,375.00
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Other

Misc costs	0.00			0.00			25.00
Promo T-shirts	0.00			0.00	28.00		150.00
Other - Other	0.00	10.00		0.00	20.00		100.00

Total Other	0.00	10.00		0.00	48.00		275.00
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Total Other Fundraising Costs	36.51	175.00	102.53	123.67	343.00	224.59	1,650.00
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Grant

Regular grants	0.00		300.00	34,500.00	30,050.00	30,000.00	261,000.00
Multi-year grants	0.00		0.00	6,000.00	3,000.00	6,000.00	33,000.00
Technical Assistance Grant	0.00			0.00	500.00	500.00	8,000.00
Salzman grants	0.00		0.00	0.00			3,000.00
NWTRCC donor directed grants	95.00	250.00	0.00	810.00	1,050.00	403.75	5,000.00

Total Grant	95.00	250.00	300.00	41,310.00	34,600.00	36,903.75	310,000.00
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Grants Program

Library	0.00	8.00		0.00	24.00		100.00
Printing	435.20	208.00	312.50	763.30	624.00	778.50	2,500.00
Postage	13.64	183.00	52.87	114.11	549.00	208.89	2,200.00
Membership dues - organization	0.00	150.00	0.00	0.00	450.00	233.40	1,800.00

Total Grants Program	448.84	549.00	365.37	877.41	1,647.00	1,220.79	6,600.00
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RESIST, INC.
Profit & Loss Budget Performance
March 2006

	<u>Mar 06</u>	<u>Budget</u>	<u>Mar 05</u>	<u>Jan - Mar 06</u>	<u>YTD Budget</u>	<u>Jan - Mar 05</u>	<u>Annual Budget</u>
Newsletter Costs							
Printing	2,480.00	2,500.00	2,962.60	6,092.73	5,250.00	5,633.04	16,000.00
Postage	1,079.89	500.00	913.13	2,365.48	2,000.00	1,912.45	8,000.00
Mailhouse	0.00	1,000.00		713.63	2,000.00	613.71	6,000.00
Consultants	0.00	42.00		0.00	126.00		500.00
Photos and graphics	0.00	40.00		0.00	124.00		500.00
Newsletter Costs - Other	0.00	17.00	0.00	0.00	51.00	0.00	200.00
Total Newsletter Costs	<u>3,559.89</u>	<u>4,099.00</u>	<u>3,875.73</u>	<u>9,171.84</u>	<u>9,551.00</u>	<u>8,159.20</u>	<u>31,200.00</u>
Website & Internet	95.37	167.00	70.02	232.96	501.00	312.82	2,000.00
Personnel							
Employee Salaries	14,043.10	12,334.00	13,607.70	36,512.06	37,002.00	39,072.42	148,011.00
Payroll taxes	1,440.35	1,074.00	1,369.95	3,772.62	3,220.00	3,942.00	12,877.00
Pension plan match	561.70	493.00	544.30	1,460.42	1,479.00	1,415.18	5,920.00
Health insurance	454.35	2,328.00	2,649.00	4,795.05	6,984.00	11,426.49	27,932.00
Workers compensation	50.20	50.00	46.00	150.60	150.00	114.75	594.00
Staff development	0.00	167.00	0.00	0.00	501.00	0.00	2,000.00
Total Personnel	<u>16,549.70</u>	<u>16,446.00</u>	<u>18,216.95</u>	<u>46,690.75</u>	<u>49,336.00</u>	<u>55,970.84</u>	<u>197,334.00</u>
General and Administrative							
Supplies	271.31	208.00	0.00	958.66	624.00	854.26	2,500.00
Printing & copying	0.00	125.00	140.00	72.01	375.00	140.00	1,500.00
Books, subscriptions, reference	0.00	125.00	1,350.00	242.00	375.00	1,350.00	1,500.00
Dues and fees	0.00	17.00	16.99	0.00	47.00	16.99	200.00
Telephone	299.01	267.00	180.27	691.68	801.00	828.36	3,200.00
Minor office equipment	0.00	125.00		0.00	375.00		1,500.00
Postage, shipping, delivery							
Meter Rental	0.00	38.00	118.00	108.00	114.00	118.00	450.00
UPS	0.00	9.00	0.00	0.00	27.00		100.00
US Post Office	77.28	133.00	14.58	207.81	399.00	41.88	1,600.00
Postage due/BRE envelopes	600.00	225.00	600.00	600.00	675.00	1,200.00	2,700.00
Total Postage, shipping, delivery	<u>677.28</u>	<u>405.00</u>	<u>732.58</u>	<u>915.81</u>	<u>1,215.00</u>	<u>1,359.88</u>	<u>4,850.00</u>
Professional Fees							
Temporary help	0.00	459.00	737.00	532.50	1,377.00	737.00	5,500.00
Accounting	1,200.00	1,041.00	4,500.00	5,425.00	3,123.00	5,300.00	12,500.00
Consultants	0.00	125.00		0.00	375.00		1,500.00
Brokerage fees	0.00	50.00	0.00	0.00	150.00	0.00	600.00
Total Professional Fees	<u>1,200.00</u>	<u>1,675.00</u>	<u>5,237.00</u>	<u>5,957.50</u>	<u>5,025.00</u>	<u>6,037.00</u>	<u>20,100.00</u>
Equip rental & maintenance	1,417.50	125.00	36.00	1,931.79	375.00	90.00	1,500.00
Insurance							
Liability	0.00	167.00	0.00	801.12	501.00	855.22	2,000.00
Director and officers	185.42	185.00	185.42	556.26	555.00	556.26	2,225.00
Computer	7.42	7.00		22.26	21.00		89.00
Property	47.58	84.00	47.58	987.74	252.00	142.78	1,000.00
Total Insurance	<u>240.42</u>	<u>443.00</u>	<u>233.00</u>	<u>2,367.38</u>	<u>1,329.00</u>	<u>1,554.26</u>	<u>5,314.00</u>
Advertising and Outreach							
Advertising	875.00	125.00		875.00	375.00		1,500.00
Brochure	0.00	83.00	0.00	0.00	249.00	600.00	1,000.00
Total Advertising and Outreach	<u>875.00</u>	<u>208.00</u>	<u>0.00</u>	<u>875.00</u>	<u>624.00</u>	<u>600.00</u>	<u>2,500.00</u>

RESIST, INC.
Profit & Loss Budget Performance
March 2006

	<u>Mar 06</u>	<u>Budget</u>	<u>Mar 05</u>	<u>Jan - Mar 06</u>	<u>YTD Budget</u>	<u>Jan - Mar 05</u>	<u>Annual Budget</u>
Occupancy expenses							
Rent	3,262.50	3,263.00	2,958.33	12,441.66	9,789.00	11,464.59	39,150.00
Repairs and maintenance	0.00	50.00		0.00	150.00		600.00
Utilities	179.87	292.00	145.69	538.21	876.00	401.10	3,500.00
Real estate taxes	0.00	66.00		0.00	200.00		800.00
Sub lease (rent)	(1,350.00)	(1,350.00)	(1,228.33)	(3,806.60)	(4,050.00)	(3,586.69)	(16,200.00)
Sub lease (utilities)	(143.34)	(117.00)	(52.34)	(143.34)	(351.00)	(197.44)	(1,400.00)
Total Occupancy expenses	<u>1,949.03</u>	<u>2,204.00</u>	<u>1,823.35</u>	<u>9,029.93</u>	<u>6,614.00</u>	<u>8,081.56</u>	<u>26,450.00</u>
Travel & meetings expenses							
Conference, convention, meeting	0.00	63.00	0.00	0.00	189.00		750.00
Meals, food	0.00	50.00		0.00	150.00	58.49	600.00
Travel	0.00	150.00	38.00	5.00	450.00	38.00	1,800.00
Total Travel & meetings expenses	<u>0.00</u>	<u>263.00</u>	<u>38.00</u>	<u>5.00</u>	<u>789.00</u>	<u>96.49</u>	<u>3,150.00</u>
Total General and Administrative	<u>6,929.55</u>	<u>6,190.00</u>	<u>9,787.19</u>	<u>23,046.76</u>	<u>18,568.00</u>	<u>21,008.80</u>	<u>74,264.00</u>
Misc expenses							
Depreciation & amortization exp	0.00	200.00		0.00	600.00		2,400.00
Bank & credit card fees	122.49	163.00	107.78	704.86	497.00	720.17	2,000.00
Interest Expense							
Finance Charges	0.00	4.00	0.00	13.81	12.00	2.44	50.00
Late Fees	0.00	8.00	0.00	36.00	24.00	29.00	100.00
Total Interest Expense	<u>0.00</u>	<u>12.00</u>	<u>0.00</u>	<u>49.81</u>	<u>36.00</u>	<u>31.44</u>	<u>150.00</u>
Taxes	0.00	4.00		0.00	12.00		50.00
Misc expenses - Other	0.00	8.00		0.00	24.00		100.00
Total Misc expenses	<u>122.49</u>	<u>387.00</u>	<u>107.78</u>	<u>754.67</u>	<u>1,169.00</u>	<u>751.61</u>	<u>4,700.00</u>
Board Expense							
Copying	0.00	21.00	25.00	0.00	61.00	54.76	250.00
Postage	0.39	17.00	0.00	1.38	51.00	2.26	200.00
Travel	0.00	209.00	172.00	212.00	627.00	320.00	2,500.00
Food	0.00	67.00	94.77	64.46	201.00	111.45	800.00
Outreach	0.00	8.00		0.00	24.00		100.00
Other	0.00	125.00	0.00	0.00	375.00	0.00	1,500.00
Total Board Expense	<u>0.39</u>	<u>447.00</u>	<u>291.77</u>	<u>277.84</u>	<u>1,339.00</u>	<u>488.47</u>	<u>5,350.00</u>
Total Expense	<u>48,104.83</u>	<u>32,510.00</u>	<u>43,335.21</u>	<u>142,213.57</u>	<u>122,512.00</u>	<u>138,477.56</u>	<u>699,798.00</u>
Net Ordinary Income	<u>(5,213.27)</u>	<u>17,287.50</u>	<u>(5,103.91)</u>	<u>(49,592.10)</u>	<u>36,787.50</u>	<u>(30,118.93)</u>	<u>(18,513.00)</u>
Other Income/Expense							
Other Expense							
Suspense	0.00		(727.60)	(150.00)		0.00	
Total Other Expense	<u>0.00</u>		<u>(727.60)</u>	<u>(150.00)</u>		<u>0.00</u>	
Net Other Income	<u>0.00</u>		<u>727.60</u>	<u>150.00</u>		<u>0.00</u>	
Net Income	<u>(5,213.27)</u>	<u>17,287.50</u>	<u>(4,376.31)</u>	<u>(49,442.10)</u>	<u>36,787.50</u>	<u>(30,118.93)</u>	<u>(18,513.00)</u>

Retreat Committee
Minutes
2/16/06

Present: Robin (minutes), Camilo, Sophia, Becca (chair)

Agenda

I. Mandate/Charge from the Board Development Committee

1. 40th anniversary
 - organizational clarification of mission and goals
2. Check in on goals set at last retreat
 - how are things working out?
3. New members/ Board Health
4. Bequest
 - How to use the money (ties to both financial and organizational planning discussions)
 - Have 3-year financial plan at this time
5. Outcomes/Goals

II. Logistics

Location, Food, Budget, Date, Facilitation

Proposed Structure for Retreat

Friday

Board Health- What is going on personally, what is going on in your Resist life

1. Mapping exercise
 - opportunity to share each person's expertise, interest, and knowledge areas
 - where do people overlap as a reflection of the breadth and resources of the Board
2. Bring something that helps people through the long haul
 - a way to bring in personal perspectives
 - examples include: a reading, yoga practice

Saturday

1. Big picture conversations (am)
 - strategic mission/ vision discussion centered on issues raised by 40th anniversary and the bequest
 - a. clarification of mission and goals
 - b. Check in on goals set at last retreat
 - how are things working out
2. Practicalities (pm)
 - separate into topic areas?
 - Make suggestions for next steps
 - what is the organizational work coming out of the big picture discussions?

Tasks

1. Send minutes from last retreat (Robin)
2. Check with committee chairs to see if they need time at the retreat (Sophia)
3. Check out mapping exercises (Camilo)
4. Soliciting thoughts about big picture discussions (Becca)
5. Propose May 19th and 20th in place of June Board meeting

Next meeting: March 2 at 11am

Retreat Committee
Minutes
3/2/06

Present: Robin (minutes), Sophia, Becca (chair)

I. Retreat Date

1. Board Responses

Of the people who replied to Becca: Marc prefers an earlier date but is flexible. Hank can only make May 19th/20th or not until after July. Catherine can only make May 19th/20th. And Kay would prefer a retreat at the end of the summer.

2. Is there an urgency to this retreat as we envision it?

There is a need for the meeting to be held earlier, rather than later, given the planning requirements for the 40th anniversary. The Board has already stayed planning for use of the funds from the bequest until the Finance Committee has had a chance to develop portions of a three year financial plan.

Recommendation: After considering the options, the Committee recommends that the retreat be held either May 19th/20th or June 2nd/3rd (Board meeting weekend).

II. Check-in re: the outcomes of the 2004 retreat

Postponed until next meeting

III. Check-in re: retreat discussions and activities

Marc suggested an analysis of Board health and envisioning the future. This would be both a short and long term analysis. Hank would like some thought about Resist's grantmaking role in supporting opposition to the war and the massive expenditures of federal dollars/resources. He would also like a discussion about why grantees aren't taking an active approach to reproductive rights/abortion- given the current political climate.

The retreat should include relationship building and some vision/goals for 40th anniversary.

Perhaps out of a shorter mission/vision session- the Board would come up with a list of topics which would lay the groundwork for the year's political discussions. This would allow the work of the retreat to be spread over the year and avoid a rushed set of discussion. Each topic area would have specific goals and outcomes developed.

IV. Next steps

- mapping exercise: Camilo will report back on possible exercises at the next meeting
- long haul help: the Committee will all bring ideas to the next meeting
- date confirmation: Sophia will send an e-mail out to the Board attempting to finalize the date

Next meeting:

Friday March 17th. 2 pm with light refreshments.

Proposed Structure for Retreat

Friday

Board Health- What is going on personally, what is going on in your Resist life

1. Mapping exercise

- opportunity to share each person's expertise, interest, and knowledge areas
- where do people overlap as a reflection of the breadth and resources of the Board

2. Bring something that helps people through the long haul

- a way to bring in personal perspectives
- examples include: a reading, yoga practice

Saturday

1. Big picture conversations (am)

- strategic mission/ vision discussion centered on issues raised by 40th anniversary and the bequest
 - a. clarification of mission and goals
 - b. Check in on goals set at last retreat
 - how are things working out

2. Practicalities (pm)

- separate into topic areas?
- Make suggestions for next steps
- what is the organizational work coming out of the big picture discussions?